REPORT

OF THE

COMMITTEE APPOINTED TO ADVISE GOVERNMENT

ON THE

REVISION OF THE PAY OF THE PERMANENT MINISTERIAL OFFICERS AND MENIALS

IN

BENGAL.

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CHAPTER I.

GENERAL RECOMMENDATIONS.

The terms of reference to the Committee.—During the last three years Government have, from time to time, owing to war conditions or the high prices of essential commodities, increased the emoluments of the subordinate establishments in this province. A scheme for the revision of the pay of menials was partially introduced in the year 1918, but men on Rs. 12 a month or less continued to draw grain compensation allowance. This was followed up in 1919 by the grant of war allowances at rates varying from Re. 1 to Rs. 2-8 to all Government servants whose pay exceeded Rs. 12 but did not exceed Rs. 50 a month. In 1920 a general revision of the pay of menials of the province was effected at a cost of 10½ lakhs, As regards ministerial officers, various office establishments had their pay revised since the war and *ad interim* allowances were granted last year at the rate of 30 per cent. on salary to officers drawing Rs. 50 a month or less, 20 per cent. with a minimum of Rs. 15 to those drawing Rs. 100 or less, and 15 per cent. with a minimum of Rs. 20 and a maximum of Rs. 50 to those drawing over Rs. 100 a month; office establishments, of which the pay had been recently revised, were either excluded from the benefits of this concession or else separately treated. Though the concessions granted in 1920 represented a very substantial increase in salaries, Government recognised that the relief given was partial and that the time had come to put the salaries of menials and clerks on a different footing to suit altered economic conditions. The present committee was accordingly appointed to advise them as to the revision of the pay of the permanent ministerial and menial establishments in Bengal in accordance with modern economic conditions. We were authorised to examine witnesses, official and non-official, at our discretion, and to obtain from different offices such information as we required. We were also authorised to tour, but this was found superfluous. Questions of organisation of offices or of recruitment were not referred to the Committee, nor did the question of the improvement of the conditions of any of the services over pre-war conditions come within the scope of the reference. We have, therefore, avoided these questions, but there is little doubt that, if our recommendations are carried into effect, they will generally secure such an improvement, particularly in the case of the lowest grades which most require it. Several witnesses representing both organised associations of clerks and particular offices were examined regarding increased prices, cost of living, as well as points of office organisation on which it was necessary to obtain information. Generally speaking their evidence was found to be valueless in so far as it was imbued with extravagant notions regarding the undoubtedly abnormal increase in the cost of living and leading to equally extravagant demands for an increase of pay based on the unsound and unrecognised principle that an employer should pay in all cases the whole of the increase in the cost of living of his employees. It was valuable, however, in so far as it indicated the clerks' grievances and the unanimity of their conviction of the necessity of time-scales. In many cases their demands had already been incorporated in representations or memorials or in the proceedings of the associations of which copies were supplied. In addition to the ordinary establishment lists, statements were called for showing the seniority of the individual members of a large number of the offices dealt with. The information thus obtained was supplemented by a mass of literature available in the Secretariat on the question of the pay of the different establishments. Finally, the provisional proposals were in many cases submitted to the head of the office or department for criticism before a final decision was reached.

2. **Increase in the cost of living.**—The first point for decision was the basis for the revision of the present pay of the different establishments. In other provinces where a revision of pay has been effected recently, it has been

based mainly on the increase in the cost of living since the war. This is a convenient method of work which we have adopted. It is only during the last few years that the rise in prices has been particularly marked and we have thought it unnecessary, therefore, to consider price levels of more than five years before the war in order to obtain a fair indication of comparative economic conditions. It was apparently expected by the clerks that in order to gauge the extent by which prices had increased we should either take into account the comparative budgets prepared by them or prepare such budgets ourselves. It was found, however, that the comparative budgets prepared by the clerks could not be accepted; they were based on prices prevailing in a particular month of the year, were extravagant and, as was naturally to be expected, reflected the bias of interested parties anxious to make out a case for a large increase. The statistical data necessary for the preparation of accurate family budgets were lacking. In such circumstances and in a matter involving an additional annual expenditure of many lakhs of rupees to Government we also were not prepared to base our recommendations on any amateur attempts of our own to frame comparative budgets. We have, therefore, not adopted this method of dealing with the matter and its complications regarding the standard of living and have relied on such definite official statistics as were available and on figures regarding the increase in the cost of living in jails and hostels. Statistics regarding the increase in the cost of certain articles in Calcutta and in the mufassal will be found in Appendix I. The figures for Calcutta, which are more complete than those for the mufassal, show that the unweighted average increase in the cost of necessaries was 78 per cent. in 1919 and 90 per cent. in 1920 over the pre-war average for the years 1909-13. These figures, however, include the cost of articles like cloth and sugar, which have increased the most but which are comparatively less important in the domestic economy. In order to obtain a proper idea of the increase it [illegible]ry to weight the articles in accordance with their importance. An attempt to arrive at a weighted figure gives an increase of 67 per cent. in the cost of living over that in the quinquennium preceding the war, taking into account food, clothing, fuel, lighting and house-rent. Though we cannot guarantee the accuracy of this figure—and no one figure can be correct for all classes—we are convinced that it is not far from the truth. Appendix II contains statistics regarding the increase of rents in Calcutta, which increased in 1918, by 10 per cent. over the rents of 1910: since then, owing to the land boom, there has been a further increase, but from information received from the Land Acquisition Collector it does not appear that the average increase has been such as to make any material difference to our conclusions. In Appendix III will be found statistics for the increase in the cost per head of diet, hospital, clothing. bedding and sanitation in jails, which show an increase of 59·3 per cent. over the average of the quinquennium 1909-13. Though this figure may be to some extent an under-estimate, as some of the articles consumed are grown or manufactured in the jails, we attach the greatest importance to it, as it gives the relative increase in the cost of maintenance per head of a large body of men. Similar results follow from an examination of the figures for the increase in the cost of living in hostels in different parts of the province, which will be found in Appendix IV. The most complete estimate, which is printed in Appendix V, shows an increase from Rs. 14-14-6 to Rs. 23-6-4, inclusive of all charges, or by 57 per cent. It is, however, said that various economies have been effected and that therefore this is an under-estimate. All things considered, we would, therefore, take the figure 60 per cent, as the basis of our proposals for a permanent revision of salaries. We are aware that this conclusion may be challenged; but if it is contended that the figure of 60 per cent. falls short of the actual increase, we would reply that the recent high prices of foodgrains have been influenced by the abnormally bad harvest of the year 1918-19 and that there are indications of a world-fall in prices. If, on the other hand, it is contended that the unsound principle that the employer should pay in all cases for the whole increase in the cost of living of his employees has been adopted, the reply is that the lowest grades, who are now on the margin of subsistence, should have their wages raised approximately in this proportion, if only

because of the rapidity of the change which has rendered a gradual change in their standards of living an impossibility. In saying this it is not our intention to suggest that the question of supply and demand should be altogether overlooked. This has indeed been taken into account, wherever necessary; and in the case of menials market rates have largely influenced our decision. Further, it is not intended that the higher grades who have a greater margin for luxuries should be allowed such an increase, and for them a scale, graduated in the manner explained hereafter, has been adopted.

3 **Revision of pay in commercial firms.**—Several commercial firms in Calcutta have courteously supplied information regarding the measure of increase which has been given to their clerical establishments over pre-war rates. It appears that they have met the needs of the situation either by granting larger annual increments than usual, by giving special or war allowances, or by improving the system of bonuses for good work, a system which is prevalent in Calcutta offices. A few firms have adopted scales according to which the increase in the cost of living is divided between the employer and the employee. Other firms have already abandoned the special or war allowances and given a definite increase of pay, in some cases in the form of a percentage increase on either pre-war or net salary. The lists show in the case of clerks continuously employed since 1914 a large increase of average pay of anything up to 116 per cent. These figures are vitiated by the inclusion of normal promotion. What, however, is more relevant is the increase in the cost of the average pay of the present total clerical establishment over that employed in 1914. Much, of course, depends upon the constitution of each office, whether there has been much or little recruitment within the period and what the previous rates were, but the average pay of the clerical establishment of a commercial office appears to have increased by 40 to 50 per cent. over the pre-war average; some firms report a lower figure and another a considerably higher figure, which is probably due to the establishment on both occasions being identical. It will be observed that the result of our proposals is an increase of 49 per cent. in the cost of the ministerial establishment. We, therefore, consider that our proposals are supported by the action taken in Calcutta by commercial firms to raise the salaries of their clerical establishment.

4. **Principle of graduation.**—In the United Provinces a sliding scale of graduated percentages of increase has been adopted for clerical posts which provides, subject to necessary arithmetical variations, that the percentage of increase of the value of a post varies from 60 per cent. down to 20 per cent., as the pay of the post rises from Rs. 25 to Rs. 200; for lower posts a still higher percentage has been taken. The increase has been graduated because the higher grades have not been so hard hit as to be in want of necessaries whilst the pay of the lower grades leaves but a small margin for comforts. In view, therefore, of our conclusions regarding the increase in the cost of living in Bengal, we would adopt the United Provinces scale, which is given in Appendix VI is an abbreviated form.

According to this scale Rs. 25 becomes Rs. 40 and Rs. 50, Rs. 75. The value of the posts between Rs. 25 and Rs. 50 are, on the average, increased by about 60 per cent., between Rs. 55 and Rs. 75 by 45 per cent., between Rs. 80 and Rs. 100 by 40 per cent., between Rs. 105 and Rs. 150 by 30 per cent., between Rs. 160 and Rs. 190 by 24 per cent., and of posts on Rs. 200 and over by 20 per cent. The only difference between our scale and that adopted in the United Provinces is that the considerations given in paragraph 2 do not warrant as high a maximum in Bengal as that adopted in those provinces for posts below Rs. 25 where the pay of certain posts appears to have been previously exceptionally low. We are of opinion that below Rs. 25 the ordinary percentage of increase should be 60 per cent., but in cases similar to those just referred to or for arithmetical convenience this percentage has been exceeded. The new values of the posts have throughout the report been called proposed values, and the percentages of increase admissible, the standard percentages. It is, however, desirable to state at the very outset that these proposals do not necessarily contemplate that a clerk should receive at once an increase of pay corresponding to the standard percentages. A post has been given its proposed value, but, if it is converted into a post

on a progressive or time-scale, the clerk may find that some of the benefit given him is prospective and not immediate. The problem of evolving a scheme for a permanent revision of pay is distinct from that of the determination of the position of the present incumbents in the new scheme. The latter problem will be dealt with hereafter.

A departure has been made from the standard percentages in cases in which the last revision of an office had been effected many years ago or in which it has been effected more recently, or which deserve special treatment.

In the case of menials or technical establishments where market rates are of greater importance it is impracticable to evolve a sliding scale or to lay down any hard and fast rule that a certain percentage on rates should be allowed.

5. **Minimum wage.**—We come now to the question of the minimum wage of a clerk. This obviously depends upon the standard of living, the class of work required to be done, the qualifications required of the clerk, the locality and market rates; but we can only determine what it ought to be on broad considerations. The type of clerk required for all ordinary offices is the clerk in the district office, of whom the qualifications that he has passed the matriculation examination of the Calcutta University is demanded. Under Article 51 of the Civil Service Regulations, the age limit is twenty-five years. For this class of man the Ministerial Officers' Salaries Committee of 1905-06 proposed a minimum wage of Rs. 25, while the Committee of 1908-09 for Eastern Bengal proposed Rs. 30. Just before the war, Rs. 30 was generally regarded as the minimum wage of a ministerial officer of this type in the province. By the addition of the *ad-interim* allowance recently sanctioned by Government, this rate has been raised to Rs. 39 so that when the labours of the present Committee began the proper minimum wage had in effect become Rs. 39, or, in round figures, Rs. 40, though it was actually less in Western Bengal. In the conference of clerks held at Comilla last year a minimum of Rs. 40 was suggested, but the clerks appear to have asked for Rs. 50. More recently they have demanded Rs. 75 and the representatives of their association have constantly harped on this figure. We are, however, unable to recommend any increase of the rate of Rs. 40. In the first place the figures regarding the cost of living in hostels (Appendix IV) indicate that an individual of the type under consideration does not require more than Rs. 25 a month to maintain himself, and that he can live on less. In the second place we have received evidence that it is possible for a clerk in a district office at the commencement of his career to maintain himself and a small family in decency on Rs. 40 a month, though higher estimates have also been received. In the third place, the Postal Committee, appointed by the Government of India to enquire into the pay of the subordinate postal staff, who considered that they were providing for an unpopular service whose duties were harder than those of the ordinary clerk, have adopted a minimum rate in Bengal of Rs. 40 for a permanent clerk. Fourthly, in the province of Bihar and Orissa the lower figure of Rs. 30 has been adopted; our information of the classes of clerks employed in other provinces is not complete, but so far as we are aware, in no province, except Assam, has so high a minimum figure as Rs. 40 been adopted. Fifthly, amongst commercial firms in Calcutta, the new minimum wage is Rs. 30 for a clerk who presumably corresponds to a probationer in a Government office. Lastly, if our proposals regarding time-scales are accepted, the pay of the clerk will ordinarily rise above the minimum in his twenty-sixth year of age and continue to rise year by year or biennially. These considerations do not warrant a higher figure than Rs. 40, but neither is any curtailment of this figure possible. It has already been mentioned that the present effective minimum in the greater part of the province is nearly Rs. 40. A comparison with Bihar should not affect our conclusion, for living is admittedly cheaper in that province, while as regards commercial firms comparison is vitiated by questions of bonus, increments, pensions and provident funds. As far as the question of supply and demand is concerned, there is no doubt that even at present rates many recruits would be forthcoming, but there would be more than a mere suspicion that the prospect of illicit gain was more attractive than the pay offered. It would in our opinion be a serious handicap to effi-

cient administration if heads of offices were to wink at illegal earnings out of sympathy for needy clerks or to feel that the smallness of pay was some partial justification for malpractices. In view of these considerations we commending Rs. 40 as the minimum wage for a permanent clerk of this type. To those who consider that the figure is too low we would point out that our proposals will generally confer substantial benfit otherwise by the introduction of time-scales and the counting of past service, so that a clerk will not remain on the minimum wage for the length of time he has done in the past, while a clerk already in service will receive a large immediate increase. *By the time he has reached twenty-six years of age he will ordinarily have left the stage of the minimum wage.* Too much emphasis cannot be laid on these considerations. It is not, however, necessary to adhere to this rate in the case of all clerks, *e.g.*, in the case of vernacular clerks or muharrirs, or of probationers. In the more expensive areas of Calcutta, Sealdah, and the headquarters of Alipore and Howrah, where the higher minimum of Rs. 50 for a permanent clerk has been allowed by the Postal Committee and in view of the minimum of Rs. 50 adopted by the Corporation, that of Rs. 44 in the office of the Accountant-General and of Rs. 45 in the Port Trust, a higher minimum than Rs. 40 should be paid on account of the comparatively higher cost of living, but it need not exceed Rs. 45; this has, however, been exceeded in the case of many offices in Calcutta for special reasons.

In connection with the question of the minimum wage, much reliance has been placed by the clerks on certain extracts regarding a comfortable living wage which appeared in a confidential report on the pay of the Secretariat assistants prepared by the President of the present committee in 1909. As much misapprehension appears to exist as to the findings in that report, it may be as well to explain that the relevant conclusions were as follows:—

(1) that the minimum living wage of a Secretariat clerk, on the assumption that he should be recruited from anywhere in Bengal, was just under Rs. 40 and should be taken to be Rs. 40;

(2) that the minimum wage in a Calcutta office in which clerks were usually recruited from Calcutta or the suburbs, and there was no necessity for throwing recruitment open to the whole of Bengal should be Rs. 30; and

(3) that the minimum wage in other Calcutta offices recruited from anywhere in Bengal should be Rs. 35 or Rs. 40, according to the status of the office and the class of clerk required.

The test of the initial pay according to the area of recruitment was not apparently accepted by Government; but Rs. 40 was adopted as the minimum wage for the Secretariat and Rs. 30 came to be regarded as the minimum pay in other Calcutta offices until very recently. We are not prepared to press the point that pay should be regulated according to the area of recruitment, partly because we are now by no means convinced that there is any practical difference between offices in this respect and partly because the application of the standard percentages, owing to the present grading, will effect a difference between different offices in Calcutta. The comfortable living wage of Rs. 50 referred to by the clerks was not the minimum living wage of any clerk but was the comfortable living wage of a Secretariat clerk.

6. **Probationers.**—Probationers are granted subsistence allowances of Rs. 10 and Rs. 15 in district offices. In other offices where they exist, other rates prevail, but the emoluments of probationers often greatly exceed the sanctioned rates of allowance as they act for long periods as clerks on the full pay of the posts. Theoretically, they form the reserve for leave and training. In some offices they exist, in others the reserve has already been placed on the cadre, and in others, for some reason or other, no special arrangement has been deemed necessary. We are not, however, concerned with the question of numbers. In offices outside the Secretariat, where the period of probation is one year, the normal period is theoretically limited to two years. In practice, in many offices the theoretical period of probation is exceeded owing to the want of vacancies in the cadre. We propose to make the period of probation uniformly two years, a period which has been accepted for almost

all services recruited in Bengal. It is also desirable to secure that probationers who are not dismissed should both remain on probation for the full period and receive a permanent appointment on the conclusion of that period, if found fit. We, therefore, recommend that, as in the Postal Department and in various superior services, the existing posts of probationers should be included within the proposed time-scales. The time-scale should, whether there is separate provision in the office for probationers or not, be preceded by a probationary rate for two years only slightly below the minimum of the scale as compensation for the loss of acting allowances. As we have adopted Rs. 40 for the minimum wage of a clerk, we consider that the ordinary minimum probationary rate should be Rs. 35, as in the Post Office. In a district office, the age limit for the recruitment of probationers is 22. The rate we propose is therefore ample. Some probationers, who are acting as clerks, may suffer some immediate small loss in acting allowances by the operation of this rate, but the substantial benefits which will otherwise accrue to them will amply compensate for such loss while many will automatically become permanent clerks if fit for confirmation. Where the leave reserve is already on the cadre or the present number of probationers employed is intended to provide a leave reserve, no arrangement will be possible for filling up temporary vacancies in the numbers on the proposed time-scale due to leave, though they will be permissible in the case of deputation to other duty. Such temporary appointments should be made at the probationary rate.

7. **Town allowances.**—Hitherto it has not been the practice to give allowances to clerks serving in Calcutta whose pay has been fixed on a provincial basis. This is due to two causes, first, because clerks are available in Calcutta at the provincial rates, and second, because the attractions of Calcutta in the way of better education, medical aid, etc., have been considered to counter-balance the extra cost of living. In fact the Salaries Committee of 1885-86 considered that extra pay merely added to the attraction of the metropolis. Since then a change in opinion seems to have taken place, and we find that the Postal Committee have definitely placed clerks employed in the metropolis on a higher scale. We have also in our proposals for purely Calcutta offices taken into consideration the comparatively higher cost of living. Ministerial officers whose pay has been fixed on a provincial basis may, therefore, logically claim an allowance when serving in Calcutta. Those in Collectors' and Judges' offices have themselves asked for an allowance of 15 per cent. of the pay. But in view not only of our proposals regarding Calcutta offices, but of the attractions of Calcutta and the availability of recruits, we do not consider that the allowance should exceed 10 per cent. This allowance should be extended to Alipur (Sadar) and Howrah (Sadar) which are almost as expensive as Calcutta. We recommend that a town allowance of 10 per cent. should be given to ministerial officers (other than typists and stenographers, if any) whose pay has been fixed on a provincial basis, serving in Calcutta, Alipur (Sadar, including Sealdah) and Howrah (Sadar) in the offices mentioned in Appendix VII.

The allowance should be given on the pay of the appointment held by the ministerial officer in these places and offices and not merely on his substantive pay. The cost of the concession is estimated approximately at Rs. 39,159-8.

8. **Hill and local allowances.**—Orders regarding local allowances in different areas have been sanctioned by Government from time to time. There are some variations in them, but the following allowances are generally drawn by ministerial officers:—

(1) *Darjeeling and Kurseong.*—25 per cent. on pay.
(2) *Siliguri.*—20 per cent. on the pay of officers employed there drawing Rs. 50 and less and 10 per cent. in case of those drawing more.
(3) *Kalimpong.*—20 or 25 per cent.
(4) *Chittagong Hill Tracts.*—30 per cent. of pay, subject to a maximum of Rs. 20 per mensem.
(5) *Alipur Duars and Bhalka.*—40 per cent.

The allowance in the Darjeeling district has been given on account of the high cost of living, that in Siliguri on account of the unhealthiness of the locality, that in the Chittagong Hill Tracts for this reason as well as on account of the high cost of living and their isolated situation, and that in the Duars on account of the unhealthiness of the climate. In some cases orders have been passed making the allowance payable on substantive pay and in other cases on the pay of the appointment held by the officer. In the case of the Civil Surgeons' clerks at Darjeeling an allowance of Rs. 10 has been granted. We have considered proposals for the increase of the Darjeeling allowance. This allowance, the Deputy Commissioner proposes, should be increased to 33⅓ per cent. in the case of the lower division and 30 per cent. in the case of the upper division. He has advanced certain general arguments in support of his proposal, viz., that prices have increased more than in the plains, that the economics of the law of supply and demand can be interfered with more than is possible in the plains, that the Darjeeling staff tends to become much inferior to that of a plains district and it is difficult to recruit plainsmen. It is true that when the price of rice rose excessively high in the year 1919 Darjeeling was one of the districts to be most affected, but there were others in the plains equally affected. It is questionable whether with the proposed increase in rates the difficulty of recruitment will remain. Moreover, the change proposed by the Deputy Commissioner will not make much material difference. Such being the case, we are of opinion that no case has been made out for an increase in these allowances in any part of the Darjeeling district. Those in the Duars and the Chittagong Hill Tracts are already sufficiently high. We do not consider the occasion opportune for any reduction of those allowances.

We consider, however, that they should be given to all ministerial officers on the pay of the appointment held in each case, where that pay is fixed on a provincial basis, in a uniform manner instead of at varying rates as at present; and we therefore recommend that the orders should be made uniform as follows in the case of the offices mentioned in Appendix VII :—

(1) *Darjeeling, Kalimpong and Kurseong.*—25 per cent.

(2) *Siliguri.*—20 per cent. in the case of officers on Rs. 50 and less and 10 per cent. subject to a minimum of Rs. 10 in the case of those drawing more.

(3) *Chittagong Hill Tracts.*—30 per cent. subject to a maximum of Rs. 20 per mensem.

(4) *Alipur Duars and Bhalka.*—40 per cent.

Except where we have specifically mentioned other local allowances we have not dealt with them. The same remark applies to duty and personal allowances.

9. **Time-scales.**—Reference has already been made to the time-scales we propose to introduce. The evidence as to their desirability was unanimous, they have been introduced, or are in process of introduction, in almost all services in Bengal, and no further justification for their introduction is now required.

One of the most important points for determination in the making of a time scale is the number of years for which it should run. In an office where provision has to be made for most of the clerks spending their career on the selected time-scale, we consider that a clerk should be able to reach the maximum at the commencement of his twenty-fifth year of service, following in this respect the opinion of the Postal Committee and that given by some of the representatives of the clerks. In this period of service a probationary period of two years has been included, so that the normal time-scales provide for the maximum being reached in the twenty-third year after confirmation. We have not, however, rigidly adhered to this rule. The efficiency bar should be ordinarily placed at the eleventh year after confirmation; and it should be applied in the case of all clerks who have not proved themselves efficient in all the branches of the work they are expected to perform. For example,

a clerk who can only do the work of a despatcher, should have his pay stopped at the efficiency bar. Different rules for the operation of the bar will, however, be required in different offices. The existence of the efficiency bar entails a special examination of the case of each officer at that bar; but it does not interfere with the power to withhold increments at any stage or to degrade an officer in the scale in accordance with the ordinary rules. A second efficiency bar has not been generally provided in our detailed proposals. On further consideration, however, we consider it advisable that such a bar should be placed at the eighteenth year of service after confirmation, in order to provide an incentive against slipshod work and guard against the sacrifice of efficiency to the fetish of time-scales.

The rule that the increments towards the end of a time-scale when they vary, should be greater than those at the commencement, has been adopted, except in cases where the minimum pay is low, and where we consider that a certain stage in the scale should be reached as rapidly as possible.

Other points for determination in a time-scale are the maximum and minimum of the scale and the average pay admissible. The average pay is calculated from the average of the proposed values of the posts to be included on the scale. The maximum and minimum of the scale can be obtained in the same manner, but it is not necessary to adhere to the figures so obtained. For it is obvious that the minimum pay is the pay at which the clerks should be recruited; the maximum then follows by calculation and adjustment. In calculating the average pay of time or progressive scales we have followed, after consultation with Government, the system adopted in the province of Bombay which is given in Appendix VIII. The differences owing to the irregularities of increments in some of the scales will not, it is understood, be very material. The proposed time-scales have therefore been evolved on the following data, viz., the average of the proposed values of the posts, the minimum pay at which a clerk should be recruited, and the period to be covered by the time-scale. In practice we had to examine the scales with the different office establishment lists and to obtain statistics to see in particular how they would work out at different periods of service. Where different scales for different offices had been found, the cases were re-examined and standard scales for groups of offices evolved.

In making the preliminary calculations, the probationary rate has in all cases been omitted from the calculation of the proposed average of a time-scale.

Example.—The following example will illustrate matters:—

		Numbers.	Present value.	Proposed value.	Total.
			Rs.	Rs.	Rs.
Clerks	...	2	80	110	220
		3	70	100	300
		4	60	90	360
		4	50	75	300
		5	40	65	325
		6	30	45	270
		24	...	...	1,775
Probationers	...	2	20	...	...

The proposed average is thus in round figures Rs. 74. Now the average of the scale, Rs. 44—3—110, which provides for twenty-two years' service, is about Rs. 75. Therefore, if the probationary period is put on the time-scale, a scale of Rs. 40—40—44—3—110 with an efficiency bar at Rs. 74 would be evolved. The clerk would be regarded as on probation for the first two years on Rs. 40 and there would be altogether 26 appointments on the scale and not 24. The result is an increase of about 50 per cent., against which must be set off the savings in acting arrangements owing to

leave, in the above case to the average extent of nearly six per centum. It is scarcely necessary to add that the loss of acting allowances is more than compensated by the regularity of the increments on a time-scale. In this connection it may be noted that there is a tendency to exaggerate the effect of such acting allowances on the salaries of the permanent establishment owing to the inclusion of the acting allowances drawn by outsiders and, indeed, by probationers, in the calculations.

10. **Upper and Lower Scales or Divisions.**—All offices are not formally divided into upper and lower divisions. We are not, however, concerned with this question of organisation, though there seems to be some confusion as to its actual meaning, and, therefore, we have taken the divisions as they actually exist. At the same time the majority of the offices of the heads of departments are so constituted that it has been found possible to provide a lower time-scale for the posts on Rs. 30 to Rs. 80 and incremental scales for the upper posts, whether or not there is any formal recognition of separate divisions. Where formal lower divisions had been made, these were or had been the ordinary limits, except in such offices as the Secretariat and the Board of Revenue. The evolution of scales for the actual or potential upper divisions presented some difficulty. The clerks themselves had suggested a time-scale for twenty years for the offices of heads of departments. Apart from the expense of prolonging scales, this period can only be applicable to offices where there is effective provision for the direct recruitment of young men not in Government employ to the upper division. In the ordinary case provision for a period of twenty years in that division would not be justified after a period of, say, fifteen years in the lower division. We, have therefore, considered it ordinarily desirable to provide short scales for ten or fifteen years in the case of actual or potential upper divisions, together with selection grades or grades for special posts.

In other offices time-scales and selection grades were framed according to the circumstances of each office. This was not a matter which presented much real difficulty, except in respect of the time to be spent in each scale, which was tested, whenever necessary, by establishment lists. In a number of cases we have deemed it advisable to maintain the present system.

11. **Gradation of scales.**—It has often been stated that the minimum of an incremental scale should be ordinarily greater than the maximum of the scale below it, but this principle is by no means carried into effect in practice. An attempt, moreover, to carry it out would ordinarily result in forcing the higher grades further up than is necessary or in the evolution of awkward scales. Further, particularly in the case of a lower time-scale providing for a full period of service, it does not follow that every clerk will reach the maximum of that scale before promotion to a higher scale. We have not therefore generally adopted this principle, but have used it in cases where it can conveniently be adopted. At the same time provision has been made, so far as possible, against the minimum of a higher scale, being lower than the maximum of the lower scale. These remarks do not apply to cases in which there is effective provision for direct recruitment to an upper scale or division. In such cases there is no *primâ facie* objection to the minimum of the higher scale being lower than the maximum of the lower scale, as that minimum is obviously the rate at which clerks should be directly recruited. We have in these cases ordinarily provided that clerks promoted from the lower scale or division should enter the higher scale at some point higher than the minimum. In many cases, on the other hand, direct recruitment of outsiders to an upper division is so casual that we have not felt justified in making special provision for it. But we consider that in such offices direct recruitment to the upper division should ordinarily be effected on a probationary rate of Rs. 25 below the minimum of that division for two years.

12. **Uniformity.**—In accordance with the modern tendency and the wishes of the clerks, the pay of similar posts in the same department, whether in different districts or not, has been made uniform as far as possible. Moreover, so far as practicable consistently with the standard percentages, the pay of similar offices in respect, at all events, of the lower grades has been assimilated. In the higher grades, however, as the work varies so much from

office to office, we had to proceed very cautiously in the matter of assimilation: in fact, in such cases the standard percentages were applied without any attempt to assimilate the results with those in other offices except where assimilation was obviously possible. The result of the application of the principles mentioned in this and the preceding paragraphs is that the arithmetical basis of our initial calculations has often been obscured, but that basis has been adopted initially in every case.

It is out of the question to expect a dead level of uniformity throughout the various offices; and any further action in this respect we consider is *entirely a departmental matter.*

A list of the principal scales is given in Appendix XI. There are several variations, but the following are the four chief lower scales which have been adopted:—

Rupees 45—45—50—3—110—5—120 (probationary rate of Rs. 45 and efficiency bar at Rs. 80), for the offices of a large number of heads of departments.

Rupees 40—40—45—5/2—100 (probationary rate of Rs. 40 and efficiency bar at Rs. 70), for offices of superintending officers like those of the Commissioners of Divisions and for certain Calcutta offices.

Rupees 35—35—40—2—68—3/2—80 (probationary rate of Rs. 35 and efficiency bar at Rs. 60), for offices of the next lower grade like offices of District officers.

Rupees 35—35—40—2/2—60 (probationary rate of Rs. 35 and efficiency bar at Rs. 50), for similar offices where the work is simpler.

In their application to particular offices these scales are the result of the application of the standard percentages rather than the adoption of the principle that the offices of heads of departments or of superintending officers require better clerks than the offices subordinate to them and therefore should be more highly paid. The offices of heads of departments are at present ordinarily, though not always, more highly paid than those of superintending officers but there are some offices of heads of departments, which are only nominally and not in reality such. We have, however, by no means ignored the principle that offices of superintendence should be more highly paid when the existing state of the office justified it, and when it could be adopted with due regard to the standard percentages.

13. **Stenographers.**—With regard to stenographers and typists some general principles and tests require to be laid down. There are at present 21 stenographers in the Secretariat divided into three classes on Rs. 50—100, Rs. 100—200 and Rs. 200—300, respectively. They are borne on a combined cadre and are eligible for 5 senior allowances of Rs. 150 each, and 5 junior allowances of Rs. 75 each, which are meant for those amongst them who have attained a sufficiently high standard to be able to report debates in Council. In the High Court there are 5 stenographers of a superior type on Rs. 200—250 and Rs. 300—350. In the offices of heads of departments various rates are allowed, viz., 50—100, 80—120, 100—150. The divisional commissioners have stenographers on varying rates of pay, viz., Rs. 80—120, Rs. 125, Rs. 100—150, Rs. 125—175, and one on Rs. 250. These men are required to do confidential work also. Five district magistrates have wholetime confidential stenographers four on a rate of Rs. 125—5—175 and one on Rs. 100—5—150; in many other districts the confidential and shorthand work is done by a clerk on the regular establishment in receipt of a shorthand allowance of Rs. 40. Eight District Judges have wholetime stenographers on Rs. 60, and one on Rs. 50. Two other Judges have sessions clerks and stenographers on Rs. 90 and Rs. 60, respectively. It is obvious that these men are not all of the same class and while the rates in some cases are too low, in others they are higher than the importance of the work or office justifies. As regards recruitment no standards are laid down in the Secretariat Instructions nor do any appear to be followed in other offices.

Shorthand and typewriting require special training and the aim should be to standardise the rates of pay as far as possible. The difficulty at present in achieving this is the lack of good institutions and consequently the supply of properly-trained men. Those who are required to do confidential work should in our opinion be given higher rates. We have received valuable advice on these matters from the Principal of the Government Commercial Institute and the General Manager of Remington Company, Limited. Their letters are printed as Appendix IX.

Both these authorities agree that the minimum qualification to be required of a stenographer is ability to transcribe correctly half an hour's dictation from unfamiliar matter dictated at the rate of 100 words to the minute and to operate a typewriter at the rate of 40 words to the minute without mistake. For a man of this class the minimum initial pay should, in their opinion, be Rs. 120. The General Manager of Remingtons considers that a man so appointed should be on probation for a year and if considered satisfactory at the end of the period of probation should receive regular increments of Rs. 5 up to Rs. 170 and thereafter of Rs. 10 up to Rs. 220. The scale thus becomes.

Rupees 120 (probation)—135 (on confirmation)—5—170—10—220.

The Principal of the Commercial Institute recommends a scale of Rs. 120—10—140 (efficiency bar)—150—10—200, the bar being passed by those who have attained a speed of 120 words to the minute at least.

There is another class of stenographers, whom the General Manager of Remingtons calls professional shorthand writers, who can take down and transcribe matter correctly dictated at a speed of anything between 150 and 230 words a minute.. They can make verbatim reports of committee's reports, judgments, debates, etc., are a class by themselves and command much higher salaries than the ordinary shorthand writers. For this class the Manager of Remingtons recommends an initial pay of Rs. 250 and a scale of Rs. 250—10—300—20—400 and even up to Rs. 500. The Principal of the Commercial Institute thinks that the qualification should be a speed of at least 140 words a minute and a capacity to rise to 200 words. More than this is hardly to be expected in India at the present time and he would have a scale of Rs. 250—10—350 for them. He would supplement this by allowances of Rs. 150 and 100 for those who are required to report council proceedings so as to provide an incentive for constant practice.

There is thus substantial agreement between these authorities and we accept their recommendations generally. We think that all stenographers should be required to attain a speed of 100 words to the minute. Our proposals are that—

(*i*) For the Secretariat there should only be 2 classes of stenographers on the following rates of pay:—

(B) Rs. 100—10—140 (efficiency bar)—10—240, the bar to be passed only by those who can take down and transcribe correctly at the rate of 120 words to the minute.

(A) Rs. 250—10—350 for those who can take down and transcribe at the rate at least of 140 words to the minute and are capable of attaining a speed of 200 words.

We do not think it is necessary to offer an initial salary of Rs. 120, as this appears to exceed market rates, and so far as men in Government employ are concerned, ignores the fact that their service is pensionable. We recommend that the existing B and C classes should be amalgamated but that the efficiency bar should be strictly applied, and the immediate increase of pay to stenographers of the existing C class limited to Rs. 50. The present allowances of Rs. 150 and Rs. 75 for Council reporters should be continued.

(*ii*) For the heads of departments, however, we think that a scale of Rs. 80—5—175 with an efficiency bar at Rs. 125 to be passed by those who can take down and transcribe at least 110 words to the minute, will suffice.

(*iii*) For the five superior posts in the High Court for which a superior type of stenographers is required we propose a scale of Rs. 200—10—450, with a bar at Rs. 300. The qualification required should be capacity to transcribe correctly at 130 words to the minute and only those who have attained a speed of 150 words, should be allowed to pass the bar.

(*iv*) For the posts of confidential stenographers in the offices of the Divisional Commissioners and the five district officers who have wholetime confidential stenographers on the special rates of Rs. 125—5—175 and Rs. 100—5—150 we propose a scale of Rs. 125—5—225 with an efficiency bar at Rs. 165 to be passed only by those who have attained a speed of 120 words to the minute This scale is higher than that prescribed for the heads of departments because properly trained men would require some inducement to go to the mufassal from Calcutta where alone facilities for suitable training are obtainable and large numbers find employment in commercial offices. Moreover, their work is of a confidential nature which requires good and reliable men.

(*v*) The other classes of men mentioned above are not apparently required to attain the high standard which we have laid down as a *sine quâ non* for the scales proposed and we do not therefore feel justified in recommending any special scales. The stenographers and Sessions clerks and stenographers of District Judges should receive the ordinary percentage increases The clerks on the regular establishment who receive an allowance of Rs 40 for doing confidential stenographers' work should have their allowance raised to Rs. 60.

Stenographers should be regarded as on probation for the first year.

14. **Typists.**—There is general agreement that at present typists as a class are inefficient, because their education generally and knowledge of English in particular are poor. The posts of typists have hitherto been regarded as a suitable occupation only for those whose work in school has lacked promise and who would not be able to acquire the qualification required for a clerk. In illustration of this we might quote the fact that only 7 per cent. of the typists in the Secretariat have passed the Matriculation examination. The pay of typists has therefore been pitched low and this has reacted on the supply by preventing a better class of men who have brains or ambition from undergoing the necessary training. We would invite attention in this connection to the remarks contained in Mr. Hull's letter which has been printed as Appendix IX.

We consider that it is of the utmost importance to require better educational qualifications and to lay down that in future all typists should be matriculates. For such men who have learnt to transcribe accurately from legible handwriting at the net rate of 30 words to the minute, we would lay down a scale of Rs. 45—$\frac{5}{2}$—100 with an efficiency bar at Rs. 70. We are informed, however, that students of the Commercial Institute who have all passed the Matriculation examination can command an initial salary of Rs. 60 or more in a commercial firm after taking the full two years' day course. We would recommend that a typist who has matriculated and had training for two years in an institute providing for a course not lower than that prescribed for the Government Commercial Institute day course examination should enter the scale at Rs. 55. The efficiency bar should apply to all who cannot transcribe accurately at a net speed of 40 words per minute. The method of testing has been indicated in Mr. Hull's letter referred to before. We do not think it necessary to make any distinction between typists in the Secretariat and in other offices but as a matter of convenience we have placed all typists on Rs. 50 and below on the first part of the scale, viz., Rs. 45—$\frac{5}{2}$—70 and applied the full scale in the case of all typists drawing more than Rs. 50. We consider that typists who have, by attending evening classes and otherwise, fitted themselves for posts of stenographers should be allowed to compete for such posts.

Typists should be regarded as on probation for the first year.

15. **Method of initial entry into new scales.**—It has already been remarked that the position of the present incumbents in the new scheme is a separate problem. Our proposals regarding revision of pay would be incomplete without recommendations relating to the method in which officers of all classes, including menials, should be brought on to the new scales of pay. It is sufficiently obvious that the ordinary rules of articles 157 and 158, Civil Service Regulations, are not applicable and that the matter requires special treatment.

We, therefore, make the following proposals, which have been framed on the lines of those adopted elsewhere—

(1) Officers who are brought on to a time-scale will be permitted to count all past service in the corresponding posts from the date of confirmation as if it were service on the new time-scale from the stage of confirmation on the scale, and to draw pay at the point which they would have reached upon this hypothesis.

(2) A similar rule will be followed in the case of progressive scales.

(3) An officer who originally entered on any of the appointments now put on a time or progressive scale at a pay higher than the lowest of those appointments will draw an initial pay not less than that of the officer next below him in the present grade who entered on the lowest pay.

(4) An officer whose promotion has been accelerated for good work will draw on the time or progressive scale the same initial pay which the officer next below him draws.

(5) An officer who has been degraded or punish by having his promotion retarded will draw the same pay as the officer next above him.

(6) Officers whose initial pay, fixed according to the above principles, is less than the sum of the pay (not salary) which they are drawing at present and the *ad-interim* or the war allowance which they would, under the present general or special orders regarding such allowances, have drawn if such orders had been based on pay and not salary, will be allowed to start in the new scale at a point equal to that sum or if there is no such point, at the next higher point in the scale. If the resultant figure is greater than the maximum of the grade or scale on which the officer is to be placed, a personal allowance should be given equal to the difference between that figure and the maximum of the grade or scale, to be merged in the ordinary course of promotion.

In certain cases in which there has been a recent revision of pay, Government have allowed officers to draw the *ad-interim* allowance on their previous salary. In such cases the pay contemplated by the rule should be the pay previous to revision.

(7) In calculating the date on which future increments should accrue, the date of entering the new scales will not be taken into consideration.

These rules should be read subject to the operation of the efficiency bars mentioned in the detailed statements and of the general efficiency bar at the 18th year of service after confirmation, and also to the powers of officers to withhold increments. There are obviously men in the offices who cannot be worth the new pay we propose. These rules should ensure the least disturbance of the present relative seniority of officers in, at all events, the same office. In view of the fact that an officer's present pay is practically his pay *plus* the *ad-interim* allowance based thereon, we regard rule (6) as almost a restatement of article 157 (*b*) of the Civil Service Regulations, and would

deprecate any suggestion that in such cases any portion of the allowances should be regarded as a personal allowance to be merged as increments accrue, except in the case mentioned.

For the purpose of future increments on a time-scale, it is necessary to decide whether the date of entering the new progressive or time-scale should or should not be taken into consideration. For instance, if an officer completes 20 years' service on 1st December 1920 and enters the new scale on the 1st April 1921, it is necessary to decide whether the next increment should fall due on 1st December 1921 or 1st April 1922. We consider it should fall due on the 1st December 1921.

There are special cases which will require special treatment; these, so far as we have been able to ascertain them, have been dealt with in connection with individual offices.

16. **Conditions of service.**—Questions relating to conditions of service other than those we have already dealt with, occur in some of the representations received by us and were raised by several witnesses whom we examined. Of these, the most important was the demand for greater opportunities by the opening up of avenues of approach from the lower to the higher services. The upper division of the Secretariat, for example, wanted a definite recognition of their claim to posts of Assistant Secretaries; so also did the lower division of their claims to be promoted to the upper division so long as suitable candidates from their ranks were forthcoming. On behalf of the heads of departments it was urged that posts of Personal Assistants where such exist, should as far as possible, be filled from the office, while mufassal clerks made a grievance of the fact that recruitment from their ranks to the Provincial, Judicial and Executive services is no longer allowed. We have declined to enter into the merits of such claims or to make any recommendations about them as they involve issues relating to other services which are clearly beyond the scope of our enquiry. We may remark, however, that for the larger majority of clerks the most important issue is that of pay. In fact, one of them stated that the only condition of service was pay. By introducing time-scales we have effectively dealt with the most widespread grievances, viz., blocks in promotion, and we believe that if our recommendations are accepted, all the improvements in the condition of service that they can legitimately expect will have been achieved.

There are one or two other points which we think we ought to mention, though we do not propose to make any definite recommendations regarding them. One of these is the question of free medical attendance and supply of medicines to clerks in Calcutta. Evidence has been placed before us of such concessions in Bihar and in the now defunct province of Eastern Bengal and Assam to those working in the headquarters of the province. The question as regards Calcutta was thoroughly discussed between the Government of Bengal and the Government of India in 1884 and again in 1891, on both of which occasions the Government of India demurred on the grounds, first, that there was no reasonable expectation of receiving such attendance at any time in Calcutta, and secondly, that even if allowed, the greater majority of them, who generally had contracts with one of the numerous private practitioners for attendance on their families, would not be benefited to any extent commensurate with the increase of medical establishments and expenditure which would be necessitated by the change. It has been urged that whatever force there might have been in these arguments, they are inapplicable at the present time, when the pecuniary condition of the ministerial officers does not allow them to call in a doctor for themselves or their family, until the illness has taken a serious turn. We recognise that there may be some truth in this argument, but we are sceptical of the practicability of evolving any scheme which is likely to provide a satisfactory solution of the problem of dealing with such a vast body of men living at long distances from the scene of their work. It is this fact which places Calcutta on a distinctly different footing from other headquarters stations where the clerical population is congregated together in a more or less limited area. We think that in Calcutta the question is essentially one for the solution of the clerks themselves, perhaps on co-operative lines, and that the revised rates of pay we have proposed ought

to enable them to do this. As regards the provision of leave reserves, to which our attention has been drawn, it is difficult to make any general recommendations, as they affect different offices differently.

17. **Summary.**—Our detailed proposals in regard to each office will be found in subsequent pages. Here we need only summarise our general recommendations—

(1) Our main concern has been the revision of pay. We have, after careful consideration of statistics of the increase of prices, and of the cost of living in jails and hostels, proposed an increase of 60 per cent. to the existing pay of the lowest posts and graduated the increase in the case of posts on higher pay on the well-recognised principle that those who have a margin of comfort should receive a smaller proportionate increase than those on the margin of subsistence. To secure uniformity of treatment we have applied our percentages of increase throughout and then made adjustments to suit the circumstances of each office. For special reasons we have in certain cases deviated from these principles.

(2) In addition to this, substantial benefits have been proposed by the substitution of time-scales for the existing system of fixed grades and the counting of previous service on such scales. We have indicated the difficulties we have had to encounter in evolving these scales and the manner in which they have been evolved. Certain principles to be followed in applying them have also been laid down.

(3) We have avoided making any recommendations about recruitment and organisation which are outside the terms of our reference, but the conditions of service have been generally improved by the removal of grievances due to blocks in promotion, by the increase of pay and the proposal that in every office there should be a probationary period for two years on a rate of pay slightly lower than the minimum pay of the office, on the expiry of which a clerk should, subject to his having given a good account of himself, be confirmed.

CHAPTER II.

DETAILED RECOMMENDATIONS.

MINISTERIAL ESTABLISHMENTS.

The Bengal Secretariat.

18. The pay of the whole office establishment of the Secretariat was revised in the year 1910; that of the lower division was changed in the year 1919 and a time-scale introduced. Our proposals for the present revision of pay are based on the rates in existence before 1919, as the main object of the revision of that year was the improvement of the pay of the lower division for the benefit of the existing incumbents who had memorialised Government on account of the increase in prices. This is more convenient than to give a smaller increase on the revised pay of 1919, though in the end it amounts to much the same thing. The following table compares the present rates, those given before 1919, and our proposed rates :—

	Present.	Proposed.
LOWER DIVISION. (before 1919).	Grades of Rs. 40, 50, 60, 70, 80 and 100.	Rs 60—60—65—4—145—145—150.(a)
(after 1919).	Probationary rate Rs. 35. Rs. 50—3—125. Probationary rate Rs. 40.	Special grade Rs. 175—200.(b)
UPPER DIVISION.	Grades of Rs. 125, 150, 200, 250, 300 and 400. Probationary rate Rs. 75.	Rs. 125—125—150—10—170—10—250—15—400.(c) Selection grades. Rs. 325—25—400. „ 425—25—500.

Duty allowance.

Present.	Proposed.
Rs. 11 on 100, 2 „ 70, 4 „ 65, 6 „ 50	Rs. 23 on 100.

(a) Efficiency bar at Rs. 105. Probationary rate Rs. 60.
(b) For officers of special merit who have passed at least three years on the maximum of the time-scale. Maximum number of appointments 10 per cent. of lower division in each department.
(c) Efficiency bar at Rs. 350. Probationary rate Rs. 125. Point of entrance for assistants promoted from lower division Rs. 170.

The minimum pay of the lower division has been raised from the rate of Rs. 40 in existence before 1919 to Rs. 65, in accordance with the standard percentages, and the probationary rate has been put at the high rate of Rs. 60, in order to make the cadre as attractive as possible. A probationary period of two years has been adopted, as this is the normal period of probation in Bengal and there appears to be no particular reason why an exception should be made in the case of the Secretariat. In Bihar and Orissa, Rs. 55 has been adopted as the permanent minimum pay. The maximum pay has been raised from Rs. 125 to 150. The result is that the average of the nucleus of the scale Rs. 65—150 is higher than that which the average of the proposed new values would warrant, but is less than the average if the original grading proposed in Mr. McAlpin's report of 1909 had been maintained. As under present arrangements officers of special merit who have served three years at least in the maximum of the time-scale are eligible for personal allowances of Rs. 25, we propose a selection grade of Rs. 175—200 for such officers limited in numbers to 10 per cent. of the numbers in each department. In this the precedent of a similar grade in the Imperial Secretariat has been followed.

19. Considerable difficulty has been experienced in framing a suitable time-scale for the upper division. Provision has to be made for recruitment both direct and from the lower division. Theoretically the proportion of direct to office recruitment should be 2 : 1, but the offices are at present largely manned by officers promoted from the lower division. A scale which provides for direct recruitment only will not deal adequately either with the present members of the establishment or with future recruits from the lower division. Even the scale proposed by the assistants themselves suffers from this defect.

We therefore propose the expedient of two selection grades, one of Rs. 325—25—400 alongside the main time-scale and another of Rs. 425—25—500 beyond it. The grade of Rs. 425—25—500 corresponds to the present grade of Rs. 400, which is in effect a selection grade. The grade of Rs. 325—25—400 should be limited to about 15 per cent. of the number in the upper division; the present numbers in the Rs. 300 grade except in the office of the Revenue Secretary, roughly correspond to this percentage. We also propose that assistants promoted from the lower division should enter the upper division time-scale of Rs. 125—125—150—10—250—15—400 at Rs. 170, and further that all assistants already promoted from the lower division and at present in the upper division should count their service from this point for the purpose of initial entrance to the scale. This will give the assistants in these offices a greater advantage than in other offices in this respect, but the complexities of the problem have made it difficult to avoid this. Moreover, a departure has been made from the standard percentages in framing the scales for the upper division owing to the necessity of raising the minimum permanent pay for outside recruitment from Rs. 125 to Rs. 150 and of providing, having regard to the present state of promotion, that the present assistants should, after 11 years' service in the upper division, reach somewhere near Rs. 300. It is possibly desirable to examine the above proposals in the light of the arguments of the offices for an increase of pay. These arguments are mainly based on—

(1) a calculation of a minimum wage in comparison with a similar calculation to be found in a confidential report on the revision of the pay of 1910;

(2) a comparison with the scales adopted or recommended for the Provincial and Subordinate Executive Services; and

(3) a comparison with the revised pay of the office establishment of the Imperial Secretariat.

We have examined the estimates of a minimum wage made by assistants and are satisfied that they are excessive. Moreover, they do not make a comparison with the minimum living wage of a permanent Secretariat clerk, which was found in the report mentioned above to be just below Rs. 40, but with the comfortable living wage. We have raised the figure of Rs. 40 to Rs. 65 in accordance with the standard percentages, a rate which we consider is ample for a young man of the type required. The comparison with the Provincial and Subordinate Executive Services is now of little avail, as it is proposed to reorganise the last service on grounds largely independent of modern economic conditions. As regards the comparison with the pay given to the office establishment of the Imperial Secretariat, it may be at once stated that it was previously paid on a more generous scale than in Bengal and that we recognise that this should be so. At the same time it is not irrelevant to point out that the proposed percentages of increase of the maximum and minimum of the upper and lower divisions in the Bengal Secretariat follow closely those adopted by the Government of India, as the following table shows:—

	Imperial Secretariat.			Bengal Secretariat.		
	Previous.	Present.	Per cent. of increase.	Previous.	Proposed.	Per cent. of increase.
	Rs.	Rs.		Rs.	Rs.	
Maximum of Upper Division	400	500	25	400	500	25
Minimum of Upper Division	140	200	42·8	125	150 170 (a)	20 36
Maximum of Lower Division	200	300	50	100	150	50
Minimum of Lower Division	60	100	66·6	40	65	62·5

(a) For assistants promoted from the lower divisions

The superintendents, whose pay has been increased by Rs. 100 from Rs. 500, 600 and 700 to Rs. 600—10—800 by the Government of India, correspond to head assistants in Bengal, who will similarly be able to reach Rs. 600 instead of the present maximum of Rs. 500.

20. **Duty Allowances.**—Originally there were eleven duty allowances for eleven head assistants of a uniform value of Rs. 100. This number has been increased by the division of some into a larger number of allowances of smaller value and the adoption of others.

The difference in value may perhaps be justified by some difference in work, but it gives rise to administrative difficulties when acting vacancies occur. In our opinion, however, the extension of these allowances shows that they have merely become an easy means of increasing salary ; they have also probably led to the division of the offices into too many water-tight compartments. We therefore recommend that there should be no further extension of such allowances, but that the present allowances on Rs. 50 and above should be converted into allowances on a uniform scale of Rs. 100. We have retained them in view of the expressed desire of the assistants for their retention. The other duty allowances on Rs. 20 and Rs. 10 in the Public Works Department have been maintained as they are.

21. **General.**—The small recruitment to the lower division of the Secretariat by means of the Clerkship examination has been brought to our notice ; and it has been suggested that one of the main reasons is that the pay and prospects of the special service are not mentioned in the advertisement of the Clerkship examination. We therefore recommend that in future such particulars should be entered in the advertisement.

Chief Secretary's Office.

	Present Scale.				Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Upper Division.	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Assistants	400	3	...	1,200	425—25—500	3	488 12 0	1,466 4 0
Do.	300	4	...	1,200	325—25—400	4	388 12 0	1,555 0 0
Do.	250	4	...	1,000	125—125*—150—10—250—15—400.	19	253 5 4	4,813 5 4
Do.	200	6	...	1,200				
Do.	150	5	...	750				
Do.	125	4	...	500				
Total ...		26		5,850		26		7,834 9 4
Lower Division.								
Assistants	40—50—3—125	39	74	2,886	(a) 175—200	4	198 12 0	795 0 0
					60—60—65†—4—145—145—150.	35	99 0 0	3,465 0 0
Total ...		39		2,886		39		4,260 0 0
Typists	40—2—80	13	60	780	45—$\frac{1}{2}$—100 (b)	13	70 10 8	918 10 8
Head Assistant's duty allowances ...	100	4	...	400	100	4	...	400 0 0
Grand Total ...		78 assistants and 4 duty allowances.		9,916		78 assistants and 4 duty allowances.		13,413 4 0

* Efficiency bar at Rs. 250. Probationary rate Rs. 125. Point of entrance for assistants promoted from Lower Division Rs. 170.
† Efficiency bar at Rs. 105. Probationary rate Rs. 60.
(a) For officers of special merit who have passed at least three years on the maximum of the time-scale. Maximum number of appointments 10 per cent. of Lower Division in each department.
(b) Efficiency bar at Rs. 70.

	Rs. A. P.
Extra cost per mensem	3,497 4 0
" " " annum	41,967 0 0

Financial Secretary's office.

Designation.	Present scale. Pay.	No.	Average.	Total.	Proposed scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
UPPER DIVISION.	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Assistants	400	2	...	800	425—25—500	2	488 12 0	977 8 0
Do.	300	3	...	900	325—25—400	3	388 12 0	1,166 4 0
Do.	250	3	...	750	(a) 125—125—150—10—250—15—400	16	253 5 4	4,053 5 4
Do.	200	6	...	1,200				
Do.	150	3	...	450				
Do.	125	5	...	625				
Total ...		21		4,525		21		6,197 1 4
LOWER DIVISION.								
Assistants	40—50—3—125	43	74	3,182	(b) 175—200	4	198 12 0	795 0 0
					(c) 60—60—65—4—145—145—150	39	99 0 0	3,861 0 0
Total ...		43		3,182		43		4,656 0 0
Typists	40—2—80	8	60	480	(d) 45—5—100	8	70 10 8	565 4
Head Assistant's duty allowances ...	100	3	...	300	100	5	...	500 0 0
	70	1	...	70				
	50	1	...	50				
Total ...		5		420		5		500 0 0
GRAND TOTAL ...		72 and 5	assistants duty allowances.	8,607		72 and 5	assistants duty allowances.	11,918 8 8

(a) Efficiency bar at Rs. 250. Probationary rate Rs. 125. Point of entrance for assistants promoted from Lower Division Rs. 170.
(b) For officers of special merit who have passed at least three years on the maximum of the time-scale. Maximum number of appointments 10 per cent. of Lower Division in each department.
(c) Efficiency bar at Rs. 105. Probationary rate Rs. 60.
(d) Efficiency bar at Rs. 70.

	Rs. A. P.
Extra cost per mensem ...	3,311 6 8
,, ,, ,, annum ...	39,737 0 0

Local Self-Government and Education Secretary's Office.

UPPER DIVISION.	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Assistants	400	1	...	400	425—25—500	1	488 12 0	488 12 0
Do.	300	2	...	600	325—25—400	2	388 12 0	777 8 0
Do	250	2	...	500	(a) 125—125—150—10—250—15—400	13	253 5 4	3,293 5 4
Do.	200	4	...	800				
Do.	150	4	...	600				
Do.	125	3	...	375				
Total ...		16		3,275		16		4,559 9 4
LOWER DIVISION.								
Assistants	40—50—3—125	33	74	2,442	175—200(b)	3	198 12 0	596 4 0
					60—60(c)—65—4—145—145—150	30	99 0 0	2,970 0 0
Total ...		33		2,442		33		3,566 4 0
Typists	40—2—80	7	60	420	45—5—100(d)	7	70 10 8	494 10 8
Head Assistant's duty allowances .	100	2	...	200	100	5	...	500 0 0
Ditto ...	50	3	...	150				
Total ...		5		350		5		500 0 0
GRAND TOTAL ...		56 and 5	assistants duty allowances.	6,487		56 and 5	assistants duty allowances.	9,120 8 0

(a) Efficiency bar at Rs. 250. Probationary rate Rs. 125. Point of entrance for assistants promoted from Lower Division Rs. 170.
(b) For officers of special merit who have passed at least three years on the maximum of the time-scale. Maximum number of appointments 10 per cent. of Lower Division in each department.
(c) Efficiency bar at Rs. 105. Probationary rate Rs. 60.
(d) Efficiency bar at Rs. 70.

	Rs. A.
Extra cost per mensem ...	2,633 8
,, ,, ,, annum ...	31,602 0

Revenue Secretary's Office.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Upper Division.	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Assistants	400	1	...	400	425—25—500	1	488 12 0	488 12 0
Do.	300	1	...	300	325—25—400	2	388 12 0	777 8 0
Do.	250	2	...	500	(a) 125—125 150—10—250 —15—400	9	253 5 4	2,280 0 0
Do.	200	2	...	400				
Do.	150	3	...	450				
Do.	125	3	...	375				
Total ...	...	12	...	2,425	...	12	...	3,546 4 0
Lower Division.								
Assistants	40—50—3 —125	27	74	1,998	175—200(b)	3	198 12 0	596 4 0
					(c) 60—60—65—4 —145—145— —150	24	99 0 0	2,376 0 0
Total ...	...	27	...	1,998	...	27	...	2,972 4 0
Typists	40—2—60	5	60	300	45—½—100(d)	5	70 10 8	353 5 4
Head Assistant's duty allowance ...	100	1	...	100	100	3	...	300 0 0
Ditto ...	50	2	...	100				
Total ...	...		...	700	...	...	...	...
Grand Total ...	...	44 and 3	assistants duty allowances.	4,923	..	44 and 3	assistants duty allowances.	7,171 13 4

(a) Efficiency bar at Rs. 250. Probationary rate Rs. 125. Point of entrance for assistants promoted from Lower Division Rs. 170.
(b) For officers of special merit who have passed at least three years on the maximum of the time-scale Maximum number of appointments 10 per cent. of Lower Division in each department.
(c) Efficiency bar at Rs. 105. Probationary rate Rs. 60.
(d) Efficiency bar at Rs. 70.

	Rs. A. P.
Extra cost per mensem ...	2,248 13 4
,, ,, ,, annum ...	26,986 0 0

Department of Agriculture and Industry.

	Rs.		Rs.	Rs	Rs.		Rs. A. P.	Rs. A.
Upper Division.								
Assistants	300	1	...	300	425—25—500	1	488 12 0	488 12
					325—25—400	1	388 12 0	388 12
Do.	200	2	...	400	(a) 125—125 150—10—250 —15—400	3	253 5 4	760 0
Do.	150	1	...	150				
Do.	125	1	...	125				
						5		1,637 8
Total ...		5		975				
Lower Division.								
Assistants	40—50—3—125	11	74	814	175—200(b)	1	198 12 0	198 12
					60—60(c) 65—4—145—145—150	10	99 0 0	990 0
Total ...		11		814		11		1,188 12
Typists	40—2—60	3	60	180	45—½—100(d)	3	70 10 8	212 0 0
Head Assistant's duty allowance ...	100	1		100	100	1	...	100 0
Grand Total ...		19 assistants and 1 duty allowance.		2,069		19 assistants and 1 duty allowance.		3,138 4

(a) Efficiency bar at Rs. 250. Probationary rate Rs. 125. Point of entrance for assistants promoted from Lower Division Rs. 170.
(b) For officers of special merit who have passed at least three years on the maximum of the time-scale. Maximum number of appointments 10 per cent of Lower Division in each department.
(c) Efficiency bar at Rs. 105. Probationary rate Rs. 60.
(d) Efficiency bar at Rs. 70.

	Rs. A.
Extra cost per mensem	1,069 4
,, ,, ,, annum	12,831 0

Public Works Department.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Upper Division.	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Assistants	400	2	...	800	425—25—500	2	462 12 0	977 8 0
Do.	300	3	...	900	325—25—400	3	388 12 0	1,166 4 0
Do.	250	3	...	750	(a) 125—125—150—10—250—15—400	14	253 5 4	3,546 10 8
Do.	200	6	...	1,200				
Do.	150	3	...	450				
Do.	125	2	...	250				
Total ...		19		4,350		19		5,690 6 8
Lower Division.								
Assistants	40—50—3—125	40	74	2,960	(b) 175—200	4	198 12 0	795 0 0
					(c) 60—60—65—4—145—145—150	36	99 0 0	3,564 0 0
Total ...		40		2,960		40		4,359 0 0
Typists	40—2—80	9	60	540	45—½—190(d)	9	70—10—8	636 0 0
Head Assistant's duty allowance ...	70	1	...		100	5	...	500 0 0
Ditto ...	65	4	...	260				
Other duty allowance	20	1	...	20	20	1	...	20 0 0
Ditto	10	2	...	20	10	2	...	20 0 0
Total ...		8		370		8		540 0 0
Grand Total ...		68 assistants and 8 duty allowances.		8,220		68 assistants and 8 duty allowances.		11,325 6 8

	Rs. A. P.
Extra cost per mensem	2,005 6 8
" " " annum	26,065 0 0

(a) Efficiency bar at Rs. 250. Probationary rate Rs. 125. Point of entrance for assistants promoted from Lower Division Rs. 170.
(b) For officers of special merit who have passed at least three years on the maximum of the time-scale. Maximum number of appointments 10 per cent. of Lower Division in each department.
(c) Efficiency bar at Rs. 105. Probationary rate Rs. 60.
(d) Efficiency bar at Rs. 70.

Legislative Department and Book Depôt.

22. The staff of the Legislative Department was re-organised in November last year and opportunity was taken to put the assistants then on the progressive scales of Rs. 40—2—50 up to 100—5—125 on the Secretariat lower division scale of Rs. 50—3—125. The upper division was more radically reorganised and the only post now left, in that division, is the post of Superintendent, general section. The pay of this post was raised from Rs. 150—10—200 to Rs. 200—10—300 and we do not feel justified in recommending any further increase. For the lower division we suggest the adoption of the proposed Secretariat lower division scale of Rs. 60—60—65—4—145—145—150 with a selection grade of 10 per cent. of the cadre on Rs. 175—200 for officers of special merit, who have rendered at least three years' service on the maximum of that time-scale.

The pay of the Book Depôt was revised in the year 1918. We have applied the standard percentages to the pay in force before the revision, making such adjustments as are necessary. The pay of the officer-in-charge has been also adjusted so as to merge, so far as possible, the *ad interim* allowance.

Legislative Department.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Upper Division.								
Superintendent	200—10—300	1	266 10 8	266 10 8	200—10—300	1	266 10 8	266 10 8
Lower Division.								
Assistants	40—50—$\frac{3}{4}$—125	9	74 0 0	666 0 0	175—200 (a)	1	198 12 0	198 12 0
					60—60—65—4—145—145—150	8	99 0 0	792 0 0
Total ...		9		660 0 0		9		990 12 0
Typists	40—2—80	5	60 0 0	300 0 0	45—$\frac{3}{4}$—100(b)	5	70 10 8	353 5 4
Total ...		15		1,232 10 8		15		1,610 12 0

(a) Efficiency bar at Rs. 105. Probationary rate Rs. 60.
(b) Efficiency bar at Rs. 70.

		Rs.	A.	P.
Extra cost per mensem	...	378	1	4
,, ,, ,, annum	...	4,537	0	0

Secretariat Book Depot.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Officer-in-charge	150—10—250	1	216 10 8	216 10 8	200—15—275	1	256 4 0	256 4 0
Assistant and Store-keeper	75—5—125	1	108 5 4	108 5 4	100—5—150	1	133 5 4	133 5 4
Assistant Store-keeper	60—$\frac{3}{4}$—70	1	66 10 8	66 10 8	(a) 40—40—45—$\frac{3}{4}$—100	12	66 0 0	792 0 0
Assistant	5 —$\frac{3}{4}$—60	5	56 10 8	283 5 4				
Do.	40—$\frac{3}{4}$—50	5	46 10 8	280 0 0				
Typist	40—2—80	1	60 0 0	60 0 0	(b) 45—$\frac{3}{4}$—100	1	70 10 8	70 10 8
Total ...		15		1,015 0 0		15		1,252 4 0

(a) Efficiency bar at Rs. 70. Probationary rate Rs. 40.
(b) Efficiency bar at Rs. 70.

		Rs.	A.
Extra cost per mensem	... ...	237	4
,, ,, ,, annum	...	2,847	0

Secretariat Record-room.

23. The revision of the pay of this office is complicated by the revision in the year 1919, which though it was not effected on economic grounds resulted in a varying small increase in the value of the posts. The pay of the post of Keeper of the Records was also fixed in 1916. We have, therefore, been unable to recommend a full increase in the case of the three superior posts, whilst the pay proposed for the remaining posts has been based on the application of the standard percentages to the previous rates but with modifications in order to ensure a proper grading.

In view, however, of the possibility of a re-organization of this office, no change has been made in the method of grading the lowest posts.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Keeper of Records	300—20—400	1	275 0	275	250—20—450	1	425 0 0	425 0 0
Assistants in charge of historical and current record-room.	150—10—200	2	137 8	275	175—10—225	2	212 8 0	425 0 0
Assistants	100—10—150	2	137 8	275	145—5—175	2	167 12 0	335 0 0
Do.	80—4—100	3	95 0	285	80—4—140	15	115 0 0	1,725 0 0
Do.	60—4—80	12	75 0	900				
Do.	60	3	...	180	80	3	...	240 0 0
Do.	50	3	...	150	70	3	...	210 0 0
Do.	45	2	...	90	65	2	...	130 0 0
Do.	40	2	...	80	60	2	...	120 0 0
Typists	30	4	...	360	45—½—70	4	61 10 0	246 10 0
Total ...		34		2,910		34		3,855 10 0

	Rs. A. P.
Extra cost per mensem	945 10 8
" " " annum	11,345 0 0

Office of the Bengali Translator.

24. The standard percentages have been applied to this office so far as practicable. We propose that the four posts of assistants on Rs. 50—5—75, Rs. 75—5—100, and Rs. 100—5—125 should be placed on the scale of Rs. 75—5—150 which is admissible according to those percentages. This scale happens to correspond with that proposed by a separate Committee for the pay of headmasters, assistant teachers, etc., in the Subordinate Educational Service, to which a number of the translators in this office previously belonged. Recruits should be regarded as on probation for the first year.

The pay of the next higher posts has been adjusted so as to preserve their relative position to each other and the maximum of the posts below them.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Translating Assistant	200—5—250	1	233 5 4	233 5 4	250—5—300	1	283 5 4	283 5 4
Second Assistant	125—5—175	1	158 5 4	158 5 4	175—5—225	1	208 5 4	208 5 4
Assistants	100—5—150	2	152 5 4	305 10 8	150—5—200	2	183 5 4	366 10 8
Do.	100—5—125	1	118 12 0	118 12 0	75—5—150	4	118 12 0	475 0 0
Do.	75—5—100	1	93 12 0	93 12 0				
Do.	50—5—75	2	63 12 0	127 8 0				
Do.	30—4—50	1	45 0 0	45 0 0	40—40—45 —½—100*	1	65 10 8	65 10 8
Typists	30—2—50	2	43 5 4	86 1	45—½—70	2	61 10 8	123 5 4
Total ...		11		1,140 0 0				1,622 0 4

* Efficiency bar at Rs. 70. Probationary rate Rs. 40.

	Rs. A. P.
Extra cost per mensem	382 5 4
annum	4,589 0 0

Offices of the Private and Military Secretaries to His Excellency the Governor.

25. Proposals have been received by us for the revision of these offices based on the rates in force in similar offices in Bombay and on the rates payable to the Secretariat. These proposals give results in excess of what the application of the standard percentages would yield; further, rates in Bombay are normally higher than in Bengal. At the same time we recognise that the rates payable in the Secretariat must be taken into account in connection with these offices in order that they may be able either to recruit men from it, or to obtain men of at least the same class who will remain in the offices and not use them as stepping stones to something better. Our proposals are therefore based on the scales of pay proposed for the Secretariat.

26. **Private Secretary to Governor's Office.**—We propose that the three lowest posts on Rs. 40, Rs. 40—4—60 and Rs. 60—5—110 should be placed on the Secretariat scale of Rs. 60—60—65—4—145—145—150 (probationary rate Rs. 60 and efficiency bar Rs. 105). The next post, that of accountant on Rs. 75—7½—150, should be placed on the lower part of the Secretariat scale for the permanent pay of the upper division, viz., Rs. 150—10—250; the pay of the corresponding post in Bombay is Rs. 205—15—305. The Superintendent of the office is at present paid at the rate of Rs. 200—15—350. It has been represented with some force that the type of man required is that of head assistant in the Secretariat, and proof has been afforded that the present rate of pay will not attract a suitable man. We hesitate to raise the pay to the full extent warranted by such a consideration, but we consider that the maximum pay of the post should be at least Rs. 500 and propose Rs. 300—20—500; the corresponding rate in Bombay is Rs. 250—25—600. There remains the special post of confidential assistant to His Excellency on Rs. 150—15—300, a post which requires first class shorthand qualifications and special trust worthiness. The nearest comparison which can be made is with the pay of Council Reporters. We accordingly propose that the pay of the post should be fixed at the rate proposed for class A of stenographers in the Secretariat, *i.e.*, Rs. 250—10—350 together with the Council Reporter's lower allowance of Rs. 75, or if the incumbent satisfies the test for Council Reporters, the higher allowance of Rs. 150. The pay in Bombay is Rs. 300—20—500.

27. **Military Secretary to Governor's Office.**—The two lowest posts on Rs. 40—4—60 and the post of accountant on Rs. 100—10—150, as in the similar case of the office of the Private Secretary, may be placed respectively on the scales of Rs. 60—60—65—4—145—145—150 (probationary rate Rs. 60 and efficiency bar Rs. 105) and Rs. 150—10—250. Between these posts there is however a post on Rs. 85—8—125, which we propose should be rated at Rs. 125—5—175; the pay of the similar post in Bombay is Rs. 150—5—200. The post of Superintendent of this office on Rs. 150—20—350 has been both in Bengal and Bombay paid at a slightly lower rate than that of the Superintendent of the office of the Private Secretary. We, therefore, propose for the post the pay of Rs. 250—25—500; the pay of the similar post in Bombay is Rs. 350—25—550.

28. **General.**—As the above proposals involve a complete re-organisation of the office rather than one based mainly on modern economic conditions, and inasmuch as the application of the ordinary rules proposed for entering the new grades would involve an unusual increase, we consider that some limit must be placed on the increase. We, therefore, recommend that the ordinary rules proposed should be applied subject to the following limitations:—

(1) That the initial increase in the grade of Rs. 150—10—250 should, subject to the limits of the grades, be limited to 50 per cent. over present pay (excluding allowances).

(2) That the initial increase in the case of the higher grades should, subject to the limits of the grade, be limited to 25 per cent. over present pay (excluding allowances).

In both cases, if there is no corresponding point, the next higher point in the grade should be taken.

Private Secretary to Governor's Office.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Superintendent	200—15—350	1	300 0 0	300 0 0	300—20—500	1	433 5 4	433 5 4
Assistant Superintendent and Confidential Assistant.	150—15—300	1	200 0 0	250 0 0	250—10—350	1	316 10 8	316 10 8†
Assistant	75—7½—150	1	125 0 0	125 0 0	150—10—250	1	216 10 8	216 10 8
Do.	60—5—110	1	92 5 4	92 5 4	*60—60—65—4—145—145—150.	3	99 0 0	297 0 0
Do.	40—4—60	1	55 0 0	55 0 0				
Do.	40	1	...	40 0 0				
Total ...		6		862 5 4		6		1,263 10 8

* Efficiency bar at Rs. 105. Probationary rate Rs. 60.
† Duty allowance at Rs. 75, or Rs 150.

		Rs. A P
Extra cost per mensem	..	400 5 4
,, ,, ,, annum	.	4,804 0 0

Military Secretary to Governor's Office.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Superintendent	150—20—350	1	283 5 4	283 5 4	250—25—500	1	416 10 8	416 10 8
Assistant Superintendent and Accountant.	100—10—150	1	137 8 0	137 8 0	150—10—250	1	216 10 8	216 10 8
Assistant	85—8—125	1	115 0 0	115 0 0	125—5—175	1	158 5 4	158 5 4
Do.	40—4—60	2	55 0 0	110 0 0	*60—60—65—4—145—145—150	2	99 0 0	198 0 0
Shorthand Writer	45—4½—110	1	82 14 8	82 14 8	80—5—175	1	129 1 4	129 1 4
Total ...		6		728 12 0		6		1,118 12 0

* Efficiency bar at Rs. 105 Probationary rate Rs. 60.

		Rs.
Extra cost per mensem	...	390
,, ,, ,, annum	...	4,680

Posts Outside the regular cadre of the Secretariat.

29. In the drawing branch of the Public Works Department the standard rates of pay proposed later for draftsmen and estimators in the Public Works Department offices have been adopted with a selection post for estimators on Rs. 225—10—275, a rate Rs. 25 above the rates proposed for similar posts in the offices of Superintending Engineers, and two selection posts for draftsmen on Rs. 200—10—250. The present post of head draftsman on Rs. 200—$\frac{20}{2}$—300 should be abolished on the retirement of the present incumbent. In respect of both the estimators and draftsmen in the Secretariat and other Public Works Departmental offices we consider that the special rules adopted for the initial entrance of men already in service into the Subordinate Engineering Service should be followed. If any selection post is not filled up a corresponding increase should be made in the numbers in the ordinary cadre.

There are a number of miscellaneous posts which have been separately treated. The pay of the Surveyor in the Revenue Department was recently

changed from Rs. 80—2—100 to Rs. 75—3—150; we have proposed Rs. 80—5—180. There are two posts of Treasurer and Accountant on Rs. 150—10—200, originally created in 1902, the one on Rs. 150—10—200 and the other on Rs. 100—10—150. The pay of these posts was not changed at the time of the revision of 1910, but in 1918 it was equalised. We consider that Rs. 170—10—270 would be an adequate rate of pay, bearing in mind the fact that Rs. 170 is the proposed point of entrance for assistants promoted to the upper division of the Secretariat. In view of market rates we have proposed a rate of Rs. 25—$\frac{3}{4}$—35 for the sarkars instead of the present rates of Rs. 15—$\frac{1}{2}$—20 and 20—$\frac{1}{2}$—25. No remarks are required regarding the treatment of the remaining posts.

Public Works Department—Posts outside the cadre.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Drawing Branch.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Superintendent	300—20—400	1	375 0 0	375 0 0	350—25—500	1	460 0 0	460 0 0
Head Draftsman	200—$\frac{10}{2}$—300	1	266 10 8	266 10 8	200—10—250 (a)	2	237 8 0	475 0 0
Draftsman	130—10—180	1	167 8 0	167 8 0				
Ditto	75—5—100	2	93 12 0	187 8 0	80—5—165(b)	9	101 12 0	915 12 0
Ditto	50—5—75	3	68 12 0	206 4 0				
Ditto	30—3—45	4	41 4 0	165 0 0				
Estimator	125—5—1[illegible]	1	143 12 0	143 12 0	225—10—275	1	262 8 0	262 8 0
Ditto	95—5—120	1	113 12 0	113 12 0	60—5—(c) 150—10—200	4	123 0 0	492 0 0
Ditto	50—4—70	1	65 0 0	65 0 0				
Ditto	30—3—45	2	41 4 0	82 8 0				
Litho Printer	16—$\frac{1}{2}$—25	[illegible]	20 12 9	20 12 9	20—$\frac{1}{2}$—30 —1—35	1	26 4 0	26 4 0
Assistant Litho Printer	16	1	...	16 0 0	20—$\frac{1}{2}$—30	2	24 2 8	48 5 4
Ferro Printer	15	1	...	15 0 0				
Total ...		20		1,824 11 5		[illegible]		2,679 13 4
Muharrirs	30	3	...	90 0 0	40—1—50	4	46 10 8	186 10 8
Assistant Pay Clerk	30	1	...	30 0 0				
Total ...	...	24		1,944 11 5		24		2,866 8 0

(a) The present Head Draftsman may however be allowed to retain his present scale of Rs. 200—$\frac{10}{2}$—300.
(b) With efficiency bars and tests at Rs. 80 and Rs. 115.
(c) With efficiency bars and tests at Rs. 90 and Rs. 125.

Finance Department—Posts outside the cadre.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Accountant	150—10—200	1	187 8 0	187 8 0	170—10—270	2	236 10 8	473 5 4
Treasurer	150—10—200 +10—10—50 as P. A.	1	187 8 0 32 0 0	219 8 0				
Muharrirs	30	3	...	90 0 0	40—1—50	3	46 10 8	140 0 0
Collecting Sarkar	20—$\frac{1}{2}$—25	1	22 5 4	22 5 4	25—$\frac{3}{4}$—35	2	29 2 8	58 5 4
Ditto	15—$\frac{1}{2}$—20	1	18 5 4	18 5 4				
Total ...		7		538 10 8		7		671 10 8

Chief Secretary's Office—Posts outside the cadre.

Designation	Present Scale: Pay.	No.	Average.	Total.	Proposed Scale: Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Muharrirs	30	3	...	90 0 0	[illegible]—1—50	3	[illegible]	[illegible] 0 0

Local Self-Government and Education Departments—Posts outside the cadre.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Secretariat Librarian	100—5—150	1	133 5 4	133 5 4	150—5—200	1	183 5 4	183 5 4
Assistant to Secretariat Librarian ...	30—2—50	1	42 5 4	42 5 4	45—2—75	1	62 8 0	62 8 0
Muharrirs	30	2	...	60 0 0	40—1—50	2	46 10 8	93 5 4
Total ...		4		236 10 8		4		339 2 8

Revenue Secretary's office—Posts outside the cadre.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Surveyor	75—3—150	1	106 4 0	106 4 0	90—5—190	1	130 0 0	130 0 0
Draftsman	30—1—40	1	36 10 8	36 10 8	45—2—65	1	53 5 4	53 5 4
Muharrirs	30	1	...	30 0 0	40—1—50	1	46 10 8	46 10 8
Total ...		3		172 15 8		3		230 0 0
Grand Total ...	...	41		2,382 15 8	...	41		4,392 5 4

	Rs. A. P.
Extra cost per mensem	1,969 8 11
,, ,, ,, annum	15,382 7 0

Stenographers and Council Reporters in the Secretariat.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Stenographers	200—10—300	5	266 10 8	1,333 5 4	250—10—350	5	319 10 8	1,599 5 4
Ditto	100—10—200	9	146 10 8	1,320 0 0	100—10—140 —10—240	10	164 0 0	1,640 0 0
Ditto	50—5—100	7	82 5 4	576 5 4				
Duty allowance of Senior Council Reporters.	150	5	...	750 0 0	150	5	...	750 0 0
Duty allowance of Junior Council Reporters.	75	5	...	375 0 0	75	5	...	375 0 0
Total ...				4,561 10 8				5,680 5 4

	Rs. A. P.
Extra cost per mensem	1,119 10 8
,, ,, ,, annum	13,433 0 0

High Court Establishment.

30. As the result of a long correspondence the rates of pay now in force were sanctioned by the Government of India with effect from April 1917. Prior to that the grading followed that recommended by the Western Bengal Salaries Committee of 1905. Last year the High Court again asked for a revision of salaries on the ground that the grading of 1917 was still unsatisfactory, that prices had been continually on the rise, and, finally, that the same scale of pay should be fixed for the High Court as for the Secretariat. The proposals briefly were—

(1) that clerks in the lower division on grades ranging from Rs. 40 to Rs. 80 should be put on a time-scale of Rs. 50—3—125 ;

(2) that the lowest grade in the upper division should be Rs. 125 and that the pay of each post should be raised to that of the grade immediately above in the existing organisation ;

(3) that head assistants should be allowed a duty allowance of Rs. 100 as in the Secretariat.

For special posts, special rates of pay were proposed. Proposals were also made for dealing with the pay of interpreters and shorthand-writers. Subsequently in connection with the organisation of the paper book section of the Judicial Department many of the proposals were modified. We understand that the Court's proposals for the reorganisation of this section have been provisionally sanctioned by the Government of India, and they have been authorised to make such appointments as they consider necessary for the initiation of the scheme subject to a maximum expenditure of Rs. 50,000 in 1920-21. The appointments which have been created as a result of this sanction and a number of further appointments which it is proposed to make shortly have therefore been taken into account in making our proposals which, we may add, have been discussed with the Registrars of the Appellate and Original Sides.

On an examination of the previous and present rates of pay it appears to us that it is permissible to apply the standard percentages to the offices generally, except to the recently sanctioned posts of Editors and Head Stamp Reporter. The establishment has been allowed to draw the *ad interim* allowances. Our detailed proposals are indicated in the statements which follow.

31. **Appellate Side.**—The Court proposed that the post of Stamp Reporter should absorb the post of Head Assistant. This absorption is now thought to be unnecessary. The designation has been changed to that of Head Assistant and Stamp Reporter and a scale of Rs. 250—10—300 has been allowed. For the Record-Keeper of the Records Department a pay of Rs. 250—20—350 has been proposed by the Court on the ground of special responsibility. It is stated that his duties are quite as responsible as those of the Superintendent of the Imperial Record Department. We do not, however, feel that we should be justified in going into this question having regard to the terms of our reference. For the lower division we have adopted a scale of Rs. 45—45—50—3—95—4—115—5—125 with a probationary rate of Rs. 45 and an efficiency bar at Rs. 80. For the majority of upper division posts we suggest a scale of Rs. 125—10—225.

32. **Original Side.**—Our proposals for the Original Side in regard to the upper division and lower division follow similar lines. There are a number of special posts here for which we have allowed the full percentage increases. It is understood that in the Original Side temporary and permanent vacancies are normally filled from Section Writers attached to the Court. This does not interfere, however, with the introduction of a probationary rate, and such a rate has therefore been provided.

33. **Official Receiver's Establishment.**—The pay of the establishment was revised and the establishment made permanent in 1917 subject to the understanding that the increases of pay would be liable to reduction should the income of the office fall below its expenditure. We have proposed the standard scale of Rs. 45—45—50—3—110—5—120 for the assistants on pay ranging from Rs. 35 to Rs. 80.

High Court (Original Side).

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Clerk	200—10—250	1	237 8 0	237 8 0	250—10—300	1	287 8 0	287 8 0
Do.	200	3	...	600 0 0	200—10—250	3	237 8 0	712 8 0
Do.	150	4	...	600 0 0	125—½—200	15	175 0 0	2,625 0 0
Do.	125	5	...	625 0 0				
Do.	100	6	...	[illegible]				
Do.	80	10	...	800 0 0	(a) 45—45—50 3—95—4 —115—5—125	85	79 10 8	6,771 10 8
Do.	70	16	...	1,120 0 0				
Do.	60	20	...	1,200 0 0				
Do.	50	19	...	950 0 0				
Do.	40	20	...	800 0 0				
Sealing Clerk	25	1	...	25 0 0	40	1	...	40 0 0
Bank Clerk	20—½—25	1	23 5 4	23 5 4	30—2—40	1	37 8 0	37 8 0
Inspection Clerk	20	1	...	20 0 0	35	1	...	35 0 0
Nagri Munshi	75—5—100	1	93 12 0	93 12 0	100—10—150	1	137 8 0	137 8 0
Ditto	50—½—75	2	66 10 8	133 5 4	75—½—100	2	91 10 8	183 5 4
Court Keeper	90	1	...	90 0 0	100	1	...	100 0 0
Sircar	20	1	...	20 0 0	25—½—35	1	30 0 0	30 0 0
Bengali Mohurrir	40—2—50	5	47 8 0	237 8 0	65—2—75	7	72 8 0	507 8 0
Arabic Reader	40—2—50	1	47 8 0	47 8 0				
Persian Reader	30—2—40	1	37 8 0	37 8 0				
Interpreter and Translators	400	2	...	800 0 0	(b) 150—10—170 —15—500	9	301 10 8	2,715 0 0
Ditto	300	2	...	600 0 0				
Ditto	250	2	...	500 0 0				
Ditto	200	1	...	200 0 0				
Ditto	150	1	...	150 0 0				
Additional Interpreter	125	1	...	125 0 0				
Shorthand Writers	300—5—350	3	333 5 4	1,000 0 0	(d) 200—10—450	5	304 2 8	1,520 13 4
Ditto	200—5—250	2	233 5 4	466 10 8				
Ditto, Clerk	40	1	...	40 0 0	45—45—50 3—95—4 —115—5—125	1	79 10 8	79 10 8
Shorthand & Typist	75—5—125	1	108 5 4	108 5 4	80—5—175	1	129 1 4	129 1 4
Typist	50—½—70	1	63 5 4	63 5 4	(c) 45—½—100	5	70 10 8	353 5 4
Do.	30—2—50	4	43 5 4	173 5 4				
								16,965 6 8
Total ...		140		12,487 1 4		140		

(a) Probationary rate Rs. 45. Efficiency bar at Rs. 80. (c) Efficiency bar at Rs. 70. (b) Probationary rates Rs. 150 and 160. (d) Efficiency bar at Rs. 300.

	Rs. A. P.
Extra cost per mensem ...	3,778 5 4
.. .. .. annum ...	45,340 0 0

High Court Appellate Side, Judicial Department.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Bench Clerks	350—10—450	2	416 10 8	833 5 4				
Ditto	250—10—350	5	316 10 8	1,583 5 4	(b) 150—175 —200—15—500—20—540	9	319 0 0	2,871 0 0
Ditto	150—10—250	2	216 10 8	433 5 4				
Head Stamp Reporter	350—10—400	1*	387 8 0	387 8 0	350—10—400	1	387 8 0	387 8 0
Chief Editor	350	1*	...	350 0 0	350	1	...	350 0 0
Editors	250—10—300	6*	287 8 0	1,725 0 0	250—10—300	6	287 8 0	1,725 0 0
Senior Translator	350	1	...	350 0 0	400—$\frac{25}{2}$—450	1	440 0 0	440 0 0
Junior Translators	120—8—200	14	172 5 4	2,426 10 8	150—10—250	14	216 10 8	3,033 5 4
Head Assistant and Assistant Stamp Reporter.	250—10—300	1	287 8 0	287 8 0	300—10—350	1	337 8 0	337 8 0
Assistants	200	2	...	400 0 0	230—10—250	(a) 2	248 0 0	496 0 0
Do.	175	4	...	700 0 0				
Do.	150	8	...	1,200 0 0	125—10—225	(a) 31	191 10 8	5,941 10 8
Do.	125	11	...	1,375 0 0				
Do.	100	8	...	800 0 0				
Do.	80	10	...	800 0 0				
Do.	70	12	...	840 0 0				
Do.	60	16	...	960 0 0	† 45—45—50 —3—95—4 —115—5—125	(a) 104	79 10 8	8,285 5 4
Do.	50	20	...	1,000 0 0				
Do.	40	[illegible]	...	1,120 0 0				
Do.	50—3—125	18	81 4 0	1,462 8 0				
English Office.								
Head Assistant	350—10—400	1	387 8 0	387 8 0	400—20—500	1	475 0 0	475 0 0
Assistants	300	1	...	300 0 0	300—10—350	2	337 8 0	675 0 0
Do.	250	1	...	250 0 0				
Do.	200	2	...	400 0 0	230—10—250	2	248 0 0	496 0 0
Do.	175	2	...	350 0 0				
Do.	150	2	...	300 0 0	125—10—225	11	191 10 8	2,108 5 4
Do.	125	4	...	500 0 0				
Do.	100	3	...	300 0 0				
Do.	80	1	...	80 0 0				
Do.	70	4	...	280 0 0				
Do.	60	5	...	300 0 0	†45—45—50 —3—95—4 —115—5—125	25	79 10 8	1,991 10 8
Do.	50	7	...	350 0 0				
Do	40	7	...	280 0 0				
Do.	30	1	...	30 0 0				
Keeper of Records	150—10—250	1	216 10 8	216 10 8	200—10—300	1	266 10 8	266 10 8
Librarian	150—10—250	1	216 10 8	216 10 8	200—10—300	1	266 10 8	266 10 8
Court Keeper	150	1	...	150 0 0	200	1	...	200 0 0
Shorthand Typists	30	4	...	120 0 0	§45—$\frac{5}{2}$—100	4	70 10 8	282 10 8
Total ...		218		23,845 0 0		218		30,629 5 4

	Rs. A. P.
Extra cost per mensem	6,784 5 4
" " " annum	81,412 0 0

* Provisionally sanctioned posts. (b) Probationery rate Rs. 150—175.

† With probationary rate of Rs. 45 and efficiency bar at Rs. 80.

(a) Including the following provisionally sanctioned posts :—

	Rs.
1 post	300
2 posts	175
2 "	150
4 "	125
18 "	50—3—125
2 "	40

§ Efficiency bar at Rs. 70.

Official Receiver.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Assistant (cash)	200—10—250	1	237 8 0	237 8 0	250—10—300	1	287 8 0	287 8 0
Do. (correspondence) ...	150—10—200	1	187 8 0	187 8 0	200—10—250	1	237 8 0	237 8 0
Assistants	80	1	...	80 0 0	*45—45—50—3—110—5—120	7	77 8 0	542 8 0
Do.	70	1	...	70 0 0				
Do.	60	1	...	60 0 0				
Do.	50	1	...	50 0 0				
Do.	40	2	...	80 0 0				
Do.	35	1	...	35 0 0				
Typist	30—2—50	1	43 5 4	43 5 4	45—5—70	1	61 10 8	61 10 8
Copyist	30—2—50	1	43 5 4	43 5 4	40—5—85	1	58 12 0	58 12 0
Bank Sircar	15—½—20	1	18 5 4	18 5 4	25—1—35	1	29 2 8	29 2 8
Total ...		12		905 0 0		12		1,217 1 4

* Efficiency bar at Rs. 80. Probationary rate of Rs. 45.

	Rs.	A.	P.
Extra cost per mensem ...	312	1	4
" " " annum ...	3,745	0	0

Offices of the Board of Revenue and Lady Adviser to the Court of Wards.

34. The Board's office was reorganised in 1919 on administrative grounds. New posts were added to the upper division to cope with the work, and the pay of the lower division was revised to meet the economic objection that better prospects were offered elsewhere which made it difficult to retain clerks in the office. Account was taken of modern economic conditions, and the office is, therefore, not entitled to the full application of the standard percentages to present rates. The permissible average for the lower division on the basis of the rates in existence before the reorganisation is however high; and the special scale of Rs. 45—45—50—3—65—4—105—5—140 with a probationary rate of Rs. 45 has, therefore, been adopted with an efficiency bar at Rs. 85 for entrants subsequent to the recent reorganisation and at Rs. 101 for previous entrants. The six existing posts on Rs. 125, Rs. 150 and Rs. 200 have been converted into a progressive scale of Rs. 150—10—250.* The remaining posts have been put on a special grade of Rs. 300—10—350. The pay of the post of the Head Assistant was recently raised from Rs. 300—20—400 to Rs. 350—30—500 on the ground that in the office of the Board of Revenue in Bihar and Orissa the pay of the Superintendent was Rs. 350—20—450. The pay of that post has now been increased to Rs. 400—20—500. We, therefore, recommend that the pay of the Superintendent in the Bengal office should be Rs. 400—30—550.

We have placed the posts of two clerks in the office of the Lady Adviser on the scale adopted for the main office with a bar at Rs. 85, which only the senior clerk can pass.

* See however note A to statement.

Board of Revenue.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Upper Division.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Assistant	350—30—500	1	462 8 0	462 8 0	400—30—550	1	512 8 0	512 8 0
Assistants	300	1	...	300 0 0	300—10—350	2	337 8 0	(a)675 0 0
Do	250	1	...	250 0 0				
Do.	200	2	...	400 0 0	150—10—250	6	216 10 8	(a)1,300 0 0
Do.	150	2	...	300 0 0				
Do.	125	2	...	250 0 0				
Lower Division.								
Assistants	40—3—70—4—110	20	75 0 0	1,500 0 0	* 45—45—50—3—65—4—105—5—140	20	86 2 8	1,723 5 4
Stenographer	100—10—150	1	137 8 0	137 8 0	100—10—200	1	166 10 8	166 10 8
Typists	30—2—70	3	50 0 0	150 0 0	45—5—100†	3	70 10 8	212 0 0
Total ...		33		3,750 0 0		33		4,589 8 0

* Efficiency bar at Rs. 85. Probationary rate of Rs. 45.
† Efficiency bar at Rs. 70.

	Rs. A. P.
Extra cost per mensem ...	839 8 0
,, ,, ,, annum ...	10,074 0 0

(a) Though the percentages do not warrant it, in view of the direct recruitment we think it would be preferable to have one post on Rs. 300—25—350 and 7 posts on Rs. 150—10—350 with a probationary rate for two years of Rs. 125 and an efficiency bar at Rs. 250. Officers promoted from the Lower Division will enter the scale at Rs. 150. Under this arrangement the extra cost per mensem will be Rs. 819-8.

Lady Adviser to the Court of Wards.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Clerk	60—4—100	1	86 10 8	86 10 8	* 45—45—50—3—65—4—105—5—140	2	86 2 8	172 5 4
Typist and Hindi Clerk	30—3—60	1	50 0 0	50 0 0				
Total ...		2		136 10 8				

* Efficiency bar at Rs. 85. Probationary rate of Rs. 45.

	Rs. A. P.
Extra cost per mensem	35 10 8
,, ,, ,, annum	428 0 0

Offices of the Director of Public Instruction and Assistant Director of Public Instruction for Muhammadan Education.

35. The standard scale of Rs. 45—45—50—3—110—5—120 (efficiency bar at Rs. 80) is applicable to the office of the Director of Public Instruction, though the ordinary application of such a time-scale would be difficult owing to the recent exceptional conditions of the office regarding promotion. The cases

of individual members will, however, be safeguarded by our proposed rules for entering time-scales. The office of the Assistant Director of Public Instruction for Muhammadan Education has been amalgamated with that of the Director of Public Instruction. We have, therefore, proposed the same scales for this office.

Director of Public Instruction.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Upper Division.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Assistant	250—10—300	1	287 8 0	287 8 0	300—10—350	1	337 8 0	337 8 0
Assistants	250	1	...	250 0 0	250—10—300	3	287 8 0	(a)862 8 0
Do.	200	2	...	400 0 0				
Do.	175	2	...	350 0 0	125—10—225	11	191 10 8	(a)2,108 5 4
Do.	150	3	...	450 0 0				
Do.	125	3	...	375 0 0				
Do.	100	3	...	300 0 0				
Lower Division.								
Assistants	80	4	...	320 0 0	*45—15—50—5—110—5—120	36	77 8 0	2,790 0 0
Do.	70	5	...	350 0 0				
Do.	60	7	...	420 0 0				
Do.	50	7	...	350 0 0				
Do.	40	5	...	200 0 0				
Do.	30	4	..	120 0 0				
Probationers	25	4	...	100 0 0				
Stenographers	100—5—120	1	133 5 4	133 5 4	100—10—200	1	166 10 8	166 10 8
Ditto	80—5—100	1	83 5 4	83 5 4	90—5—175	1	129 1 4	129 1 4
Typists	50—2—70	2	63 5 4	126 10 8	45—5—100	2	70 10 8	141 5 4
Do.	30—2—50	4	43 5 4	173 5 4	45—5—70	4	61 10 8	246 10 8
Total ...		59		4,789 2 8		59		6,782 1 4

*Efficiency bar at Rs. 80. Probationary rate of Rs. 45.

	Rs. A. P.
Extra cost per mensem	1,992 14 8
,, ,, ,, annum	23,915 0 0

(a) Though the standard percentages do not warrant it, in view of direct recruitment we think that it would be preferable to have two posts on Rs. 250—25—300 and 12 posts on Rs. 125—10—225—5—300 with a probationary rate for two years of Rs. 100 and an efficiency bar at Rs. 225. Officers promoted from the Lower Division will enter the scale at Rs. 125. Under this arrangement the extra cost per mensem will be Rs. 1,939-1-4.

Assistant Director of Public Instruction for Muhammadan Education.

	Rs.		Rs. A. P.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk	100	1	...	100	125—10—225	1	191 10 8	191 10 8
Clerk	50	1	...	50	*45—45—50—5—110—5—120	3	77 8 0	232 8 0
Do.	35	2	...	70				
Typist	30	1	...	30	45—5—70	1	61 10 8	61 10 8
Total ...		5		250		5		485 13 4

*Efficiency bar at Rs. 80. Probationary rate of Rs. 45.

	Rs. A. P.
Extra cost per mensem	235 13 4
,, ,, ,, annum	2,830 0 0

Office of the Director of Land Records.

36. We propose that the standard scale of Rs. 45—45—50—3—110—5—120 should be applied to this office with the usual probationary rate of Rs. 45 for two years so as to bring it into line with the offices of other heads of departments. This will not result in the full increase according to the standard percentages, because the office was re-organized in the year 1914 on more favourable terms than had been accorded to similar offices.

Present Scale					Proposed Scale			
Designation	Pay	No	Average	Total	Pay	No	Average	Total
1	2	3	4	5	6	7	8	9
Upper Division	Rs.		Rs. A	Rs A	Rs		Rs A	Rs A
Head Assistant ..	200—20—250	1	237 8	237 8	250—10—300	1	287 8	287 8
Clerk ..	175—5—200	1	193 12	193 12	200—10—250	2	237 8	475 0(a)
Do . .	150—5—175	1	168 12	168 12				
Do	1[illegible]—5—150	2	143 12	287 8	125—½—200	3	175 0	525 0(a)
Do ..	100—[illegible]—125	1	118 12	118 12				
Lower Division								
Clerk	80—4—100	1	95 0	95 0	*45—45—50—3—110—5—120	7	77 8	542 8
Do	60—4—80	2	75 0	150 0				
Do	40—4—60	3	55 0	165 0				
Do	30—2—40	1	37 8	37 8				
Draftsman	40—4—60	1	55 0	55 0	50—[illegible]—100	1	75 0	75 0
Total		14		1 508 12		14		1 905 0

* Efficiency bar at Rs 80 Probationary rate of Rs 45

	Rs A.
Extra cost per mensem .	396 4
,, , annum ..	4 756 0

(a) Though the standard percentages do not warrant it in view of the direct recruitment we think it would be preferable to have one post on Rs 200—25—250 and 4 posts on Rs 125—15—2—200—10—250 with a probationary rate for two years of Rs. 100 and an efficiency bar at Rs 200 Officers promoted from the lower division will enter the scale at Rs 125
Under this arrangement the extra cost per mensem will be Rs. 371 4

Office of the Chief Engineer, Public Health Department.

37. The permanent Ministerial establishment in this office is small. We have applied approximately the usual percentages to the Head Clerk, Accountant and Draftsmen and placed the other Clerk on the usual scale of Rs. 45—45—50—3—110—5—120 with a probationary rate of Rs. 45 for two years.

Present Scale					Proposed Scale			
Designation	Pay	No	Average	Total	Pay	No	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs A P	Rs. A P	Rs.		Rs A P	Rs A P
Head Clerk	75—½—125	1	108 5 4	108 5 4	100—½—175	1	150 0 0	150 0 0
Accountant	80—7—150	1	126 10 8	126 10 8	100—10—200	1	166 10 8	166 10 8
Clerk .. .	40—4—60	1	55 0 0	55 0 0	*45—45—50—3—110—5—120	1	77 8 0	77 8 0
Typist ..	30—½—45	1	40 0 0	40 0 0	45—[illegible]—70	1	61 10 8	61 10 8
Draftsman	60—8—100	1	90 0 0	0 0 0	90—5—140	1	123 5	123 5 4
Do	50—2—60	2	57 8 0	115 0 0	50—4—90	2	76 10 8	153 5 4
Total		7		535 0 0		7		732 8 0

* Efficiency bar at Rs 80 Probationary rate of Rs 45.

	Rs. A.
Extra cost per mensem . . .	197 8
,, , ,, annum ...	2,370 0

Office of the Commissioner of Excise and Salt.

38. The scale of Rs. 45—45—50—3—110—5—120 with a probationary rate of Rs. 45 for two years and an efficiency bar at Rs. 80 is suitable for the lower posts of this office. The four posts ranging from Rs. 100 to Rs. 150 have been placed on the scale of Rs. 125—$\frac{15}{2}$—200 for the sake of uniformity with similar offices.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Superintendent	300—10—250	1	237 8 0	237 8 0	250—10—300	1	287 8 0	287 8 0
Clerk	200	1	...	200 0 0	200—10—250	1	237 8 0	237 8 0
Do.	150	1	...	150 0 0	125—$\frac{15}{2}$—200	4	175 0 0	700 0 0
Do.	125	1	...	125 0 0				
Do.	100	2	...	200 0 0				
Do.	80	2	...	160 0 0	*45—45—50—3—110—5—120	22	77 8 0	1,705 0 0
Do.	70	3	...	210 0 0				
Do.	60	4	...	240 0 0				
Do.	50	6	...	300 0 0				
Do.	40	5	...	200 0 0				
Do.	30	2	...	60 0 0				
Stenographer	80—4—120	1	106 10 8	106 10 8	80—5—175	1	129 1 4	129 1 4
		29		3,1[illegible] [illegible] 8		29		3,059 1 4

* Efficiency bar at Rs. 80. Probationary rate of Rs. 45.

	Rs. A. P.
Extra cost per mensem	869 14 8
" " " annum	10,439 0 0

Office of the Commissioner of Police.

39. We recommend that the posts ranging from Rs. 30 to Rs. 80 should, in accordance with proposals which have been previously made, be formed into a lower division, and that the standard scale of Rs. 45—45—50—3—110—5—120 (efficiency bar at Rs. 80) should be applied to it. The scale is not fully justified by the standard percentages, but both the importance of the office and the necessity of giving proper relief to the lower grades justify its application. On the other hand, in view of a proposal to appoint a Registrar, the pay of the post of Head Assistant has not been altered; but we recommend the grant to the present holder of the appointment, who has held the post for over ten years, of a personal allowance of 20 per cent. in accordance

with the standard percentages on his pay in place of the present *ad interim* allowance We have not dealt with the present personal allowances.

Present Scale.				Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P	Rs. A. P.
Head Assistant	300—20—400	1	375 0 0	375 0 0	300—20—400	1	375 0 0	375 0 0
Assistant	200	1	...	200 0 0	200—10—250	1	237 8 0	237 8 0
Do.	150	1	...	150 0 0				
Do.	125	2	...	250 0 0				
Do.	100	6	...	600 0 0	125—15—200	12	175 0 0	2,100 0 0
Do.	(a)70—5—100	1	92 0 0	92 0 0				
Do.	90	2	...	180 0 0				
Do.	80	3	...	240 0 0				
Do.	70	5	...	350 0 0				
Do.	60	13	...	780 0 0				
Do.	50	16	...	800 0 0	*45—45—50—3—110—5—120	76	77 8 0	5,890 0 0
Do.	40	20	...	800 0 0				
Do.	30	14	...	420 0 0				
Do.	35—2—35	1	48 5 4	48 5 4				
Probationers	20	4	...	80 0 0				
Cattle Munshies	15—1—25	2	21 10 8	43 5 4	22—½—30—1—35	2	28 4 6	56 9 0
Total ...		92		5,408 10 8		92		8,659 1 0

(a) [illegible] permanent value of the post is Rs. 80.
* Efficiency bar at Rs. 80. Probationary rate of Rs. 45.

	Rs. A. P.
Extra cost per mensem	3,250 6 1
,, ,, ,, annum	39,004 12 0

Offices of the Inspector-General, of Deputy Inspectors-General and of Superintendents of Police.

40. The establishments of these offices are at present borne on joint cadres which, in view of the administrative inconvenience caused by such an arrangement, we have been asked to make separate. This we have attempted to do, bearing in mind the justifiable contention that the office of the Inspector-General is entitled to the best clerks and therefore should be better paid.

Inspector-General's Office.

41. **Lower division.**—The special facilities for promotion in the office make it necessary to provide a special scale for this office of Rs. 45—45—50—3—65—4—125 (efficiency bar Rs. 85); the maximum will automatically provide for a second efficiency bar against those unfit for promotion to the upper division. Though under the present scale the lowest posts are shown on Rs. 50, the assistants have been through the lower grades of Rs. 30 and Rs. 40. Their position in the scale should therefore be calculated according to the date they received a permanent appointment in the lower division.

Upper division.—For the present posts varying from Rs. 100 to Rs. 175, a grade of Rs. 125—10—225 is suitable. The posts on Rs. 200 and Rs. 250 have been placed on the scale of Rs. 250—10—300.* The pay of the post of Head Assistant was recently changed to bring it into accord with the pay of the Head Assistant of the Commissioner of Police. We have changed the minimum so as to preserve its present relation to the posts below it. The pay of the post of Registrar was also recently changed in view of the pay of Ministerial Personal Assistants. We, therefore, propose that the pay of the post should be fixed at the rate of Rs. 400—20—600. The application of the standard percentages to the pay of a Personal Assistant who usually draws Rs. 300—20—500 would produce a pay of Rs. 360—24—600. But as Registrars in the Secretariat have had their pay increased from Rs. 500—650 to Rs. 600—750, we propose that the pay of Personal Assistants drawing Rs. 300—500 should be similarly increased to Rs. 400—600.

* But see note A to statement.

Offices of Deputy Inspectors-General.

42. We propose to apply to the lower division of these offices the time-scale adopted for the offices of Commissioners of Divisions and for Head Clerks,—the progressive scale of Rs. 125—10—225. In the Criminal Investigation Department there is a special post on Rs. 200, which becomes Rs. 225—10—275.

Of the leave reserve, one post has been allotted to each range, one to the Criminal Investigation Department and two to the Inspector-General. This arrangement is provisional, as the question of numbers does not fall within the terms of the reference. It is understood that as a result of the above division of the joint cadre special arrangements will be made for promotion from one office to another, but this is not the concern of the Committee. Ministerial officers in the lower division employed in Calcutta should receive the proposed town allowance. It is not admissible in the case of the upper posts, as the grade of Rs. 125—10—225 has also been adopted in the office of the Inspector-General.

Police Offices in the mofussil.

43. The establishments of the Superintendents of Police in each range are borne on the cadre of the range within which inter-district transfers are allowed. Up to Rs. 50 the grades are similar to the grades in district offices, but there are posts of Accountants on Rs. 50, 60 and 70 and of Head Clerks on Rs. 70, 80, 90 and 100 according to the importance of the district. Following previous practice we recommend the district scale of Rs. 35—35—40—2—68—$\frac{3}{2}$—80 for all posts up to and on Rs. 50. For Accountants and Head Clerks we propose respectively scales of Rs. 80—$\frac{1}{2}$—100 and 100—8—140 throughout, following the similar scales adopted in district and judicial offices for the ordinary upper division. Ministerial officers employed in Howrah (Sadar) and Alipore (Sadar and Sealdah) should be allowed the town allowance.

Inspector-General of Police.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Upper Division.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Registrar	400—10—500	1	466 10 8	466 10 8	400—20—600	1	533 5 4	533 5 4
Head Assistant	300—20—400	1	375 0 0	375 0 0	350—10—400	1	387 8 0	387 8 0
Assistants	250	2	...	500 0 0	250—10—300	4	287 8 0	(A) 1,150 0 0
Do.	200	2	...	400 0 0				
Do.	175	4	...	700 0 0	125—10—225	14	191 10 8	(A) 2,683 5 4
Do.	150	3	...	450 0 0				
Do.	125	3	...	375 0 0				
Do.	100	4	...	400 0 0				
Lower Division.								
Assistants	80	4	...	320 0 0	*45—45—50—3—65—4—125	17	82 5 4	1,399 10 8
Do.	70	2	...	140 0 0				
Do.	60	5	...	300 0 0				
Do.	50	6	...	300 0 0				
Stenographer	110—10—160	1	147 8 0	147 8 0	110—10—200	1	166 10 8	166 10 8
Do.	50—5—100	1	83 5 4	83 5 4	80—5—175	1	129 1 4	129 1 4
Typists	50—2—70	1	63 5 4	63 5 4	(a) 45—$\frac{1}{2}$—100	1	70 10 8	70 10 8
Do.	30—2—50	2	43 5 4	86 10 8	45—$\frac{1}{2}$—70	2	61 10 8	123 5 4
Total ...		42		5,107 8 0		42		6,643 9 4

* Probationary rate of Rs. 45. Efficiency bar at Rs. 85.

	Rs. A. P.
(a) Efficiency bar at	70 0 0
Extra cost per mensem	1,536 1 4
" " " annum	18,433 0 0

(A) Though the percentages do not warrant it, in view of direct recruitment we think it would be preferable to have 3 posts on Rs. 250—25—300 and 15 posts on Rs. 125—10—225—15-2—300 with a probationary rate for two years of Rs. 100 and an efficiency bar at Rs. 225. Officers promoted from the lower division will enter the scale at Rs. 125. Under this arrangement the extra cost per mensem will be Rs. 1,487-12.

Deputy Inspector-General, C. I. D.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Superintendent	200	1	...	200 0 0	225—10—275	1	262 8 0	262 8 0
Assistant	125	1	...	125 0 0	125—10—225	2	191 10 8	383 5 4
Do.	100	1	...	100 0 0				
Do.	80	1	...	80 0 0	* 40—40—45—½—100	12	66 0 0	792 0 0
Do.	70	4	...	240 0 0				
Do.	60	2	...	120 0 0				
Do.	50	2	...	100 0 0				
Do.	40	1	...	40 0 0				
Do.	30	2	...	60 0 0				
Stenographer	10—10—150	1	137 8 0	137 8 0	100—10—200	1	166 10 8	166 10 8
Typists	30—2—50	2	43 5 4	86 10 8	45—½—70	2	61 10 8	123 5 4
Total ...		18		1,329 2 8		18		1,727 13 4

* Probationary rate of Rs. 40. Efficiency bar at Rs. 70.

	Rs. A. P.
Extra cost per mensem	398 10 8
,, ,, ,, annum	4,784 0 0

Deputy Inspector-General, Presidency Range.

	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Head Assistant	150	1	...	150	125—10—225	1	191 10 8	191 10 8
Assistant	70	1	...	70				
Do.	60	1	...	60				
Do.	50	2	...	100	*40—40—45—½—100	7	66 0 0	462 0 0
Do.	40	1	...	40				
Do.	30	2	...	60				
Total ...		8		480		8		653 10 8

* Probationary rate of Rs. 40. Efficiency bar at Rs. 70.

	Rs. A. P.
Extra cost per mensem	173 10 8
,, ,, ,, annum	2,084 0 0

Deputy Inspector-General, Burdwan Range.

	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Head Assistant	125	1	...	125	125—10—225	1	191 10 8	191 10 8
Assistant	80	1	...	80				
Do.	60	1	...	60				
Do.	50	2	...	100	*40—40—45—½—100	7	66 0 0	462 0
Do.	40	1	...	40				
Do.	30	2	...	60				
Total ...		8		465		8		653 10 8

* Probationery rate of Rs. 40. Efficiency bar at Rs. 70.

	Rs. A. P.
Extra cost per mensem	188 10 8
,, ,, ,, annum	2,264 0 0

Deputy Inspector-General, Dacca Range.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Head Assistant	175	1	...	175	125—10—225	1	191 10 8	191 10 8
Assistants	60	3	...	180				
Do.	50	1	...	50				
Do.	40	1	...	40	*40—40—45—½—100	7	66 0 0	462 0 0
Do.	30	2	...	60				
Total ...		8		505		8		653 10 8

* Probationary rate of Rs. 40. Efficiency bar at Rs. 70.

	Rs. A. P.
Extra cost per mensem	148 10 8
,, ,, ,, annum	1,784 0 0

Deputy Inspector-General, Bakarganj Range.

	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Head Assistant	150	1	...	150	125—10—225	1	191 10 8	191 10 8
Ditto	80	1	...	80				
Ditto	70	1	...	70				
Ditto	40	3	...	120	*40—40—45—½—100	7	66 0 0	462 0 0
Ditto	30	2	...	60				
Total ...		8		480		8		653 10 8

* Probationary rate of Rs. 40. Efficiency bar at Rs. 70.

	Rs. A. P.
Extra cost per mensem	173 10 8
,, ,, ,, annum	2,084 0 0

Deputy Inspector-General, Rajshahi Range.

	Rs.			Rs.	Rs.		Rs. A. P.	Rs. A. P.
Head Assistant	150	1	...	150	125—10—225	1	191 10 8	191 10 8
Assistant	80	1	...	80				
Do.	60	2	...	120				
Do.	50	1	...	50	*40—40—45—½—100	7	66 0 0	462 0 0
Do.	40	1	...	40				
Do.	30	2	...	60				
Total ...		8		500		8		653 10 8

* Probationary rate of Rs. 40. Efficiency bar at Rs. 70.

	Rs. A. P.
Extra cost per mensem	153 10 8
,, ,, ,, annum	1,844 0 0

District Superintendents of Police, Rajshahi Range.

	Rs.			Rs.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerks	90	3	...	270	100—8—140	10	130 0 0	1,300 0 0
Ditto	80	7	...	560				
Accountants	60	4	...	240	80—½—100	10	93 5 4	933 5 4
Ditto	50	6	...	300				
Clerks	50	2	...	100				
Do.	45	4	...	180				
Do.	40	9	...	360	*35—35—40—2—58—½—80	51	54 8 0	2,779 8 0
Do.	35	11	...	385				
Do.	30	19	...	570				
Probationers	15	6	...	90				
Total ...		71		3,055		71		5,012 13 4

* Probationary rate of Rs. 35. Efficiency bar at Rs. 60.

	Rs. A. P.
Extra cost per mensem ...	1,957 13 4
,, ,, ,, annum ...	23,494 0 0

District Superintendents of Police, Presidency Range.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerks	100	1	...	100	100—8—140	6	130 0 0	780 0 0
Ditto	80	2	...	160				
Ditto	70	3	...	210				
Accountants	70	1	...	70	80—½—100	7	93 5 4	653 5 4
Ditto	60	1	...	60				
Ditto	50	5	...	250				
Clerks	50	3	...	150	*35—35—40—2—68—⅛—80	45	54 8 0	2,452 8 0
Do.	45	5	...	225				
Do.	40	7	...	280				
Do.	35	7	...	245				
Do.	30	8	...	240				
Do.	25	10	...	250				
Probationers	10	5	...	50				
Total ...		58		2,290		58		3,885 13 4

* Probationary rate of Rs. 35. Efficiency bar at Rs. 60.

	Rs. A. P.
Extra cost per mensem	1,595 13 4
" " [redacted]n	19,15[illegible] 0 0

District Superintendents of Police, Dacca Range.

	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerks	100	2	...	200	100—8—140	3	130 0 0	390 0 0
Ditto	90	1	...	90				
Accountants	70	2	...	140	80—½—100	4	93 5 4	373 5 4
Ditto	60	1	...	60				
Ditto	50	1	...	50				
Clerks	50	6	...	300	*35—35—40—2—68—⅛—80	31	54 8 0	1,689 8 0
Do.	45	1	...	45				
Do.	40	4	...	160				
Do.	35	5	...	175				
Do.	30	15	...	450				
Total ...		38		1,670		38		2,452 13 4

* Efficiency bar at Rs. 60. Probationary rate Rs. 35.

	Rs. A. P.
Extra cost per mensem	782 13 4
" " annum	9,394 0 0

District Superintendents of Police, Bakarganj Range.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk	100	1	...	100	100—8—140	5	130 0 0	650 0 0
Ditto	90	4	...	360				
Accountant	70	1	...	70	80—½—100	5	93 5 4	466 10 8
Ditto	60	4	...	240				
Clerks	50	3	...	150	*35—35—40—2—68—½—80	38	54 8 0	2,071 0 0
Do.	45	4	...	180				
Do.	40	4	...	160				
Do.	35	8	...	280				
Do.	30	15	...	450				
Probationers	15	4	...	60				
Total ...		48		2,030		48		3,187 10

* Efficiency bar at Rs. 60. Probationary rate of Rs. 35.

	Rs. A. P.
Extra cost per mensem	1,157 10 8
,, ,, ,, annum	13,632 0 0

District Superintendents of Police, Burdwan Range.

	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerks	100	3	...	300	100—8—140	7	130 0 0	910 0 0
Ditto	80	2	...	160				
Ditto	70	2	...	140				
Accountant	70	1	...	70	80—½—100	7	93 5 4	653 [illegible]
Ditto	60	2	...	120				
Ditto	50	4	...	200				
Clerks	50	8	...	400	*35—35—40—2—68—½—80	54	54 8 0	2,943 0 0
Do.	45	3	...	135				
Do.	40	7	...	280				
Do.	35	10	...	350				
Do.	30	7	...	210				
Do.	25	13	...	325				
Probationers	10	6	...	60				
Total ...		68		2,750		68		4,536 5 4

* Efficiency bar at Rs. 60. Probationary rate of Rs. 35.

	Rs. A. P.
Extra cost per mensem	1,756 5 4
,, ,, ,, annum	21,076 0 0

Intelligence Branch, Criminal Investigation Department, and Special Branch under the Commissioner of Police, Calcutta.

44. The pay in both these offices is on the same level. In 1917 the ministerial establishment of the Intelligence Branch was revised on grounds unconnected with economic conditions, but the range of pay of the ordinary assistants was maintained. In the same year the office establishment of

the Special Branch was also revised and the pay practically assimilated to that in force in the Intelligence Branch. We propose therefore to apply so far as possible the standard percentages to the office of the Intelligence Branch and to put the pay of assistants of the Special Branch on the same level.

We consider that a scale of Rs. 100—100—125—$\frac{15}{2}$—260—10—300 (probationary rate of Rs. 100 and efficiency bar at Rs. 200) would be suitable. The position of the present members of the establishment (a number of whom are junior) will be safeguarded by our proposals for the initial entry to grades. The typists are already paid at an unusually high rate and therefore we have not proposed the full increase in their case.

Intelligence Branch, Criminal Investigation Department.

Present Scale.				Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Registrar	500—20—700	1	633 5 4	633 5 4	500—20—700	1	633 5 4	633 5 4
Assistants	250—10—300	2	287 8 0	575 0 0	300—10—350	2	337 8 0	675 0 0
Do.	200—10—250	3	237 8 0	712 8 0				
Do.	150—5—200	4	183 5 4	733 5 4				
Do.	125—5—150	4	143 12 0	575 0 0	*100—100—125—$\frac{15}{2}$—260—10—300	15	186 10 8	2,800 0 0
Do.	100—5—125	3	118 12 0	356 4 0				
Accountant	100—5—150	1	133 5 4	133 5 4				
Steno-typist	150—5—200	1	183 5 4	183 5 4	200—5—250	1	233 5 4	233 5 4
Typist	125—5—150	1	143 12 0	143 12 0	150—5—175	1	168 12 0	168 12 0
Do.	100—5—125	2	118 12 0	237 8 0	125—5—150	2	143 12 0	287 8 0
Total ...		22		4,253 5 4		22		4,797 14 8

* Efficiency bar at Rs. 200. Probationary rate of Rs 100.

	Rs. A. P.
Extra cost per mensem	514 9 4
" " " annum	6,175 0 0

Special Branch, Commissioner of Police's Office.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Assistant	250—$\frac{10}{2}$—300	1	283 5 4	283 5 4	300—$\frac{10}{2}$—350	1	333 5 4	333 5 4
Assistants	200—$\frac{10}{2}$—250	2	233 5 4	466 10 8				
Do.	150—$\frac{10}{2}$—200	1	183 5 4	183 5 4	*100—100—125—$\frac{15}{2}$—260—10—300	6	186 10 8	1,120 0 0
Do.	125—$\frac{5}{2}$—150	3	141 10 8	425 0 0				
Do.	70	1	...	70 0 0	100	1	...	100 0 0
Typist	100—$\frac{5}{2}$—125	1	116 10 8	116 10 8	125—$\frac{5}{2}$—150	1	141 10 8	141 10 8
Total ...		9		1,545 0 0		9		1,695 0 0

* Probationary rate of Rs. 100. Efficiency bar at Rs. 200.

	Rs.
Extra cost per mensem	150
" " " annum	1,800

Establishments of the Director of Surveys.

45. Under the Director of Surveys there are three establishments :—

(1) Office ;
(2) Traverse Section ; and
(3) Drawing Office.

The pay of these establishments was revised in the year 1919, but, though economic conditions were then taken into account, it requires further revision.

Office Establishment.

46. We propose that the standard scale of Rs. 45—45—50—3—110—5—120 (probationary rate of Rs. 45 and efficiency bar at Rs. 80) should be adopted in this office. The two posts on Rs. 80—5—100, which were previously on Rs. 80—4—100, should then become posts on Rs. 125—5—150, so as to clear the maximum of the time-scale. The pay of the post of Head Assistant was raised in 1919 from Rs. 125 to Rs. 150—10—200, and requires no change. The pay of the post of Personal Assistant was at the same time raised from Rs. 200—10—300 to Rs. 300—10—400. In view of the principles adopted in this report, we are unable to recommend any further increase.

Traverse and Drawing offices.

47. It is convenient to take these two establishments together, as the Director of Surveys has submitted a proposal for placing the traversers, computors, draftsmen, etc., in them on the standard scales of pay adopted by the Survey of India in Calcutta. We consider that this proposal is reasonable and have adopted it after some readjustment in regard to detail.

We have also placed the map printing and engraving superior and inferior establishment *vide* page 150 on the standard scales adopted by the Survey of India, with the exception that an inferior scale of Rs. 14—15—$\frac{\text{nil to } 14}{2}$—30 (efficiency bar at Rs. 25) has been adopted instead of Rs. 12—$\frac{\text{nil to } 14}{2}$—30. This is a new scale, but we are informed that men cannot be retained on Rs. 12 a month, and that a rule has already had to be framed in the Survey of India that after a year's probation on Rs. 12 a good man should be promoted to Rs. 15. As this tallies with our knowledge of the rates which should be paid in Calcutta we have without hesitation, raised the minimum to a probationary rate of Rs. 14. Unless an officer has been on the temporary establishment previously and has proved himself fit for appointment permanently, he should be regarded as on probation for the first two years on the other standard scales. It will be observed that the standard scales for the technical establishment differ from ordinary time-scales in that the biennial increment is not fixed but is a maximum up to which an increment can be given in accordance with the quality of an officer's work during the previous two years. The pay of field menials has recently been revised and no further change is required in their case.

Office.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Personal Assistant	300—10—400	1	366 10 8	366 10 8	300—10—400	1	366 10 8	366 10 8
Head Assistant	150—10—200	1	187 8 0	187 8 0	150—10—200	1	187 8 0	187 8 0
Assistants	80—5—100	2	96 0 0	192 0 0	125—5—150	2	143 12 0	287 8 0
Do	35—$\frac{1}{2}$—80	17	59 0 0	1,003 0 0	*45—45—50—3—110—5—120	17	77 8 0	1,317 8 0
Total ...		21		1,749 2 8		21		2,159 2 8

* Probationary rate of Rs. 45. Efficiency bar at Rs. 80.

Traverse Section.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Assistant Survey Officers	120—10—200	2	176	352	150—10—250	2	216 10 8	433 5 4
Head Computor	100	1	...	100	45—nil to 8 / 2 —140	1	78 4 0	78 4 0
Computor	75	1	...	75				
Do.	70	2	...	140	42—nil to 6 / 2 —110	3	65 12 9	197 6 3
Do. *	60	3	...	180				
Do.	50	5	...	250	39—nil to 4 / 2 —90	11	56 0 0	616 0 0
Do.	40	8	...	320				
Do.	35	5	...	175	36—nil to 3 / 2 —70	15	47 14 5	718 8 3
Do.	30	5	...	150				
Traverser	75	1	...	75	...	1	78 4 0	78 4 0
Do.	60	2	...	120	42—nil to 6 / 2 —110	1	65 12 9	65 12 9
Do.	55	3	...	165				
Do.	50	5	...	250	39—nil to 4 / 2 —90	13	56 0 0	728 0 0
Do.	40	8	...	320				
Do.	35	4	...	140	36—nil to 3 / 2 —70	15	47 14 5	718 8 3
Do.	30	7	...	210				
Total ...		62		3,022		62		3,634 0 10

* Traverser and Computor.

Drawing Office.

Map Reproduction Section.	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Store-keeper	40	1	...	40	28—nil to 4 / 2 —80	1	45 5 4	45 5 4
Despatcher	35	1	...	35				
Ditto	30	1	...	30	25—nil to 3 / 2 —60	6	37 4 0	223 8 0
Compositor	20	1	...	20				
Type pressman	25	1	...	25	15—nil to 2 / 2 —45	44	25 0 0	1,100 0 0
Photoman	30	1	...	30				
Ditto	20	1	...	20				
Head Printer	40	1	...	40				
Printers	30	2	...	60				
Ditto	25	2	...	50				
Ditto	20	5	...	100				
Ditto	15	6	...	90				
Ditto	12	12	...	144				
Zinc correctors	30	2	...	60				
Ditto	25	4	...	100				
Ditto	20	4	...	80				
Ditto	15	6	...	90				
Total ...		51		1,014		51		1,368 13 4

Drawing Office—*contd.*

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Drawing section and Map issue and copying section—								
Draftsman	70	1	...	70	45—nil to 8 2 —125	1	78 5 4	78 5 4
Ditto	55	1	...	55				
Ditto	50	1	...	50	42—nil to 6 2 —110	1	65 12 9	65 12 9
Ditto	45	2	...	90				
Ditto	40	3	...	120	39—nil to 4 2 —90	4	56 0 0	224 0 0
Ditto	30	4	...	120	36—nil to 3 2 —70	6	47 14 5	287 6 6
Clerk	30	1	...	30	36—nil to 3 2 —70	1	47 14 5	47 14 5
Total ...		13		535		13		703 7 0
Record Section—								
Record-keeper	75—5—100	1	93 12 0	93 12 0	45—nil to 8 2 —140	1	78 4 0	78 4 0
Assistant Record-keeper	60—3—75	1	71 4 0	71 4 0	42—nil to 6 2 —110	1	65 12 9	65 12 9
Ditto	40—2—60	1	53 5 4	53 5 4	39—nil to 4 2 —90	1	56 0 0	56 0 0
Book-binder	20	1	...	20 0 0	...	1	17 0 0	17 0 0
Total ...		4		238 5 4		4		217 0 9
Total for Drawing office ...		68		1,787 5 4		68		2,289 5 1
Grand Total for the whole office.		151		6,554 8 0		151		8,062 8 7

	Rs. A. P.
Extra cost per mensem	1,524 0 7
,, ,, ,, annum	18,288 7 0

* Present incumbent to draw Rs. 21.

Office of the Surgeon-General.

48. There has been no revision of the pay of this office within recent years. The full percentage of increase has therefore been allowed and the standard scale for heads of departments adopted.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs.	Rs.		Rs. A.	Rs. A.
Head Assistant	200—10—250	1	237 8 0	237—8	250—10—300	1	287 8	287 8
Assistant	200	1	...	200	200—10—250	1	237 8	237 8
Ditto	150	1	...	150	125—$\frac{1}{2}$—200	3	175 0	525 0
Ditto	100	2	...	200				
Ditto ... —	80	3	...	240	(a) 45—45—50—3 —110—5—120	21	77 8	1,627 8
Ditto	60	4	...	240				
Ditto	50	5	...	250				
Ditto	40	4	...	160				
Ditto	30	3	...	90				
Probationers	25	2	...	50				
Total ...		26		1,817 8		26		2,677 8

	Rs.
Extra cost per mensem	860
,, ,, ,, annum	10,320

(a)	Rs.
Efficiency bar	80
Probationary rate	45

Office of the Inspector-General of Prisons.

49. The standard scale of Rs. 45—45—50—3—110—5—120 has been applied to this office, and a pay of Rs. 400—20—600 proposed for the post of Personal Assistant.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Personal Assistant	300—20—500	1	433 5 4	433 5 4	400—20—600	1	533 5 4	533 5 4
Head Assistant	150—10—200	1	187 8 0	187 8 0	200—10—250	1	237 8 0	237 8 0
Clerk	150	1	...	150 0 0	125—$\frac{1}{2}$—200	2	175 0 0	300 0 0
Do.	100	1	...	100 0 0				
Do.	90	1	...	90 0 0	* 45—45—50—3—110—5—120	20	77 8 0	1,550 0 0
Do.	80	2	...	160 0 0				
Do.	70	3	...	210 0 0				
Do.	60	4	...	240 0 0				
Do.	50	4	...	200 0 0				
Do.	40	3	...	120 0 0				
Do.	30	3	...	90 0 0				
Travelling Auditor	150—10—200	1	187 8 0	187 8 0	200—10—250	1	237 8 0	237 8 0
Total ...		25		2,168 5 4		25		2,858 5 4

	Rs.
Extra cost per mensem	690
" " " annum	8,280

* Efficiency bar at Rs. 80.
Probationary rate Rs. 45.

Office of the Inspector-General of Registration.

50. The standard scale of Rs. 45—45—50—3—110—5—120 with an efficiency bar at Rs. 80 adopted for offices of Heads of Departments is proposed for adoption in this office.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Upper Division.								
Head-clerk	150—10—200	1	187 8 0	187 8 0	200—10—250	1	237 8 0	237 8 0
Clerk	150	1	...	150 0 0	125—$\frac{1}{2}$—200	5	175 0 0	875 0 0
Do.	125	2	...	250 0 0				
Do.	100	2	...	200 0 0				
Lower Division.								
Clerks	80	2	...	160 0 0	* 45—45—50—3—110—5—120	25	77 8 0	1,937 8 0
Do.	70	3	...	210 0 0				
Do.	60	5	...	300 0 0				
Do.	50	5	...	250 0 0				
Do.	40	4	...	160 0 0				
Do.	30	4	...	120 0 0				
Probationers	25	2	...	50 0 0				
Shorthand Typist	80—4—120	1	106 10 8	106 10 8	80—5—175	1	129 1 4	129 1 4
Total ...		32		2,144 2 8		32		3,179 1 4

	Rs. A. P.
Extra cost per mensem	1,034 14 8
" " " annum	12,419 0 0

* Efficiency bar at Rs. 80.
Probationary rate Rs. 45.

Office of the Director of Public Health.

51. The standard time-scale of Rs. 45—45—50—3—110—5—125 is permissible in the case of the posts now ranging from Rs. 30 to Rs. 80 and has, therefore, been proposed. The next three higher posts have been placed on the ordinary upper scale of Rs. 125—½—200. The pay of the Personal Assistant has been fixed at the proposed standard rate for similar Personal Assistants of Rs. 400—20—600.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Personal Assistant	300—20—500	1	433 5 4	433 5 4	400—20—600	1	533 5 4	533 5 4
Head Assistant	150—10—200	1	187 8 0	187 8 0	200—10—250	1	237 8 0	237 8 0
Clerk	125	1	...	125 0 0	125—½—200	3	175 0 0	525 0 0
Do.	100	2	...	200 0 0				
Do.	80	3	...	240 0 0	* 45—45—50—3—110—5—120	18	77 8 0	1,395 0 0
Do.	70	2	...	140 0 0				
Do.	60	3	...	180 0 0				
Do.	50	4	...	200 0 0				
Do.	40	4	...	160 0 0				
Do.	30	1	...	30 0 0				
Probationer	25	1	...	25 0 0				
Draftsman	50	1	...	50 0 0	60—2—80	1	73 5 4	73 5 4
Total ...		24		1,970 13 4		24		2,764 2 8

	Rs. A. P.
Extra cost per mensem	793 5 4
" " " annum	9,520 0 0

* Efficiency bar at Rs. 80.
Probationary rate Rs. 45.

Offices of the Registrar, Co-operative Societies.

52. The three offices of the Registrar are located at Calcutta, Naogaon and Dacca, respectively, but their establishments are borne on a joint cadre Though it is not proposed to make any other division of the establishment, different scales are required for the Calcutta and mufassal establishments. We accordingly propose the standard scale of Rs. 45—45—50—3—110—5—120 (efficiency bar at Rs. 80) for the Calcutta office, and the scale of Rs. 40—40—45—⅔—100 adopted for the lower division of Commissioner's offices (efficiency bar at Rs. 70) for the mufassal offices. A substantial increase was made in the pay of the highest posts in 1919 and no change is now required. The scale of pay of the intervening posts has been changed, so that the minimum pay is higher than the maximum of the time-scales. The

three probationers are at present employed in Calcutta ; one has, however been placed on the lower scale.

Registrar, Co-operative Societies, Calcutta Office.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs		Rs. A. P.	Rs. A. P.
Head Assistant	150—10—250	1	216 10 8	216 10 8	150—10—250	1	216 10 8	216 10 8
Assistant	150	1	...	150 0 0	150	1	150 0 0	150 0 0
Do.	75—5—100	2	93 12 0	187 8 0	125—5—140	2	137 12 0	275 8 0
Do.	70	2	...	140 0 0				
Do.	60	3	...	180 0 0				
Do.	50	2	...	100 0 0				
Do.	40	3	...	120 0 0	*45—45—50—3—110—5—120	14	77 8 0	1,085 0 0
Do.	35	1	...	35 0 0				
Do.	30	1	...	30 0 0				
Probationers	25	2	...	50 0 0				
Shorthand-writer	80—4—120	1	106 10 8	106 10 8	80—5—175	1	129 1 4	129 1 4
Typist	30—2—50	1	43 5 4	43 5 4	45—½—70	1	61 10 8	61 10 8
Total ...		20		1,359 2 8		20		1,917 14 8

	Rs. A.
Extra cost per mensem	558 12
,, ,, ,, annum	2,020 0

* Efficiency bar at Rs. 80.
Probationary rate Rs. 45.

Assistant Registrar, Co-operative Societies, Dacca Office.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Assistant	75—5—100	1	93 12 0	93 12 0	115—5—140	1	133 12 0	133 12 0
Assistant	70	1	..	70 0 0				
Do.	50	1	...	50 0 0				
Do.	40	1	...	40 0 0	*40—40—45—½—100	5	66 0 0	330 0 0
Do.	35	1	...	35 0 0				
Probationer	25	1	...	25 0 0				
Typist	30—2—50	1	43 5 4	43 5 4	45—½—70	1	61 10 8	61 10 8
Total ...		7		357 1 4		7		525 6 8

	Rs. A. P.
Extra cost per mensem	168 5 4
,, ,, ,, annum	2,000 0 0

* Efficiency bar at Rs. 70.
Probationary rate Rs. 40.

Assistant Registrar, Co-operative Societies, Naogaon Office.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Assistant	75—5—100	1	93 12 0	93 12 0	115—5—140	1	133 12 0	133 12 0
Assistant	50	2	...	100 0 0				
Do.	40	1	...	40 0 0	*40—40—45—½—100	4	66 0 0	264 0 0
Do.	35	1	...	35 0 0				
Typist	30—2—50	1	43 5 4	43 5 4	45—½—70	1	61 10 8	61 10 8
Total ...		6		312 1 4		5		459 6 8

	Rs. A. P.
Extra cost per mensem	147 5 4
,, ,, ,, annum	1,768 0 0

* Efficiency bar at Rs. 70.
Probationary rate Rs. 40.

Office of the Superintendent, Civil Veterinary Department.

53. In accordance with the arrangement for the conduct of work in the department, this office is in effect the office of a Head of Department, though that head is at present the Principal of the Bengal Veterinary College at Belgatchia. We have accordingly applied to it the standard scale of Rs. 45—45—50—3—110—5—120. This will not give the full increase according to the percentages because their pay was revised in 1920. As the pay of the head-clerk was changed at the same time from Rs. 60—4—80 to Rs. 90—10—150 only, a slight re-adjustment in it has been considered necessary.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head-clerk	90—10—150	1	134 0 0	134 0 0	100—10—150	1	137 8 0	137 8 0
Accountant	30—3—75	1	56 4 0	56 4 0	* 45—45—50—3—110—5—120	4	77 8 0	310 0 0
Clerk	70—4—90	1	85 0 0	85 0 0				
Do.	30—3—60	2	50 0 0	100 0 0				
Typist	30—2—50	1	43 5 4	43 5 4	45—3—70	1	61 10 8	61 10 8
Total ...		6		418 9 4		6		502 2 8

	Rs. A. P.
Extra cost per mensem	90 9 4
" " " annum	1,087 0 0

* Efficiency bar at Rs. 80.
Probationary rate Rs. 45.

Office of the Legal Remembrancer.

54. This is a small office consisting of one Head Assistant and eight assistants which was last revised in 1912 at a monthly extra cost of Rs. 65. We have applied the standard scale of Rs. 45—45—50—3—110—5—120 with a probationary rate of Rs. 45 for two years (efficiency bar at Rs. 80) to this office and increased the pay of the other posts in accordance with the ordinary percentages. It is contended that the office should be treated like the Secretariat. It appears, however, to be beyond our functions to raise the status of an office in this manner.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Head Assistant	250	1	...	250	275—10—325	1	312 8 0	312 8 0
Clerk	130	1	...	130	125—[illegible]—200	1	175 0 0	175 0 0
Do.	80	2	...	160	* 45—45—50—3—110—5—120	7	77 8 0	542 8 0
Do.	60	1	...	60				
Do.	50	1	...	50				
Do.	40	2	...	80				
Do.	30	1	...	30				
Total ...		9		760		8		1,030 0 0

	Rs.
Extra cost per mensem	270
" " " annum	3,240

* Efficiency bar at Rs. 80.
Probationary rate Rs. 45.

Office of the Registrar, Joint-Stock Companies.

55. This is a small office which was created out of the office of the Registrar of Calcutta in the year 1914. Of the six clerks, excluding the head-clerk, five were on Rs. 30 and one on Rs. 40. The establishment were dissatisfied with their pay, and finally in the year 1919 a revision was effected. The full application of the standard percentages is not warranted. We, therefore, think the same scales should be adopted in this office as in that of the Registrar of Calcutta. The scale adopted for the majority of clerks is Rs. 40—40—45—2—85 (probationary rate of Rs. 40 for two years).

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs.
Head-clerk	60—4—90	1	75 0	75 0	90—4—110	1	105 0 0	105
Clerk	50—2—60	1	57 8	57 8	* 40—40—45—2—85	9	61 0 0	549
Do.	40—2—50	2	47 8	95 0				
Do.	30—2—40	5	37 8	187 8				
Cashier	40—2—50	1	47 8	47 8				
Total ...		10		462 8		10		654

* Efficiency bar at Rs. 65.
Probationary rate Rs. 40.

	Rs.	A.
Extra cost per mensem	191	8
" " " annum	2,298	0

Office of the Agent for Government Conignments, Calcutta.

56. The pay of the staff was substantially increased in 1918 partly on the ground of the increase in the cost of living and partly on the ground of increase of work. The establishment is, therefore, not entitled to the application of the full standard percentages the Committee have adopted. We propose the introduction of the standard scale of Rs. 45—45—50—3—110—5—120 (efficiency bar at Rs. 80 and probationary rate of Rs. 45 for 2 years) into this office. In the case of the higher posts about half the usual increase has been allowed.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Personal Assistant	250—10—300	1	287 8 0	287 8	275—10—325	1	312 8 0	312 8 0
Head-clerk	120—5—175	1	155 12 0	155 12	150—5—200	1	183 5 4	183 5 4
Clerk	90—3—100	2	97 8 0	195 0	* 45—45—50—3—110—5—120	18	77 8 0	1,395 0 0
Do.	75—3—85	3	82 8 0	247 8				
Do.	60—2—70	5	67 8 0	337 8				
Do.	45—1—55	4	52 8 0	210 0				
Do.	30—2—40	3	37 8 0	112 8				
Probationer	30	1	...	30 0				
Sarkars	20—1—30	6	26 10 8	160 0	25—1—35	6	29 2 8	175 0 0
Total ...		26		1,735 12		26		2,065 13 4

* Efficiency bar at Rs. 80.
Probationary rate Rs. 45.

	Rs.	A.	P.
Extra cost per mensem	330	1	4
" " " annum	3,961	0	0

Offices of the Protector of Emigrants, Calcutta, and of the Embarkation Agent and Superintendent of Emigrants, Goalundo.

57. The present pay of the lower grades ranges from Rs. 30 to Rs. 90 We have accordingly applied to this office the scale of Rs. 45—45—50—5—110—5—120, which is almost admissible. The scale of Rs. 40—3—60—5—75 has been applied to the small office of the Assistant Superintendent at Goalundo.

Protector of Emigrants, Calcutta.

Present Scale					Proposed Scale.			
Designation.	Pay.	No.	Average	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head-clerk	125—10—175	1	162 8 0	162 8 0	175—10—225	1	212 8 0	212 8 0
Clerk	100—5—125	1	118 12 0	118 12 0	125—10—175	1	162 8 0	162 8 0
Do.	90	1	.	90 0 0	* 45—45—50—5—110—5—120	11	77 8 0	852 8 0
Do	80	1	...	80 0 0				
Do	65	2	..	130 0 0				
Do.	50	3	.	150 0 0				
Do.	40	2	...	80 0 0				
Do.	30	2	...	60 0 0				
Collecting Sarcar	15—½—20	1	18 5 4	18 5 4	25—½—35	1	29 2 8	29 2 8
Total ...		14		889 9 4		14		1,256 10 8

* Efficiency bar at Rs 80, Probationary rate Rs 45

	Rs A. P
Extra cost per mensem .	367 1 4
" " " annum ..	4,405 0 0

Embarkation Agent and Assistant Superintendent of Emigration, Goalundo.

	Rs		Rs. A. P.	Rs A P	Rs.		Rs A. P	Rs A. P
Clerk	35—1—45	1	41 10 8	41 10 8	* 35—35—40—½—60—5—75	2	51 10 8	103 5 4
Do	25—½—30	1	28 12 0	28 12 0				
Total ...		2		70 6 8				103 5 4

* Efficiency bar at Rs. 50, Probationary rate Rs 35.

	Rs A P.
Extra cost per mensem ...	33 14 8
" " " annum ...	396 0 0

Office of the Director of Fisheries, Bengal and Bihar and Orissa.

58. This is a very small office of which the number and pay of the posts were increased in 1918 on administrative grounds. It therefore requires special treatment. The overlapping of the grades has been a source of inconvenience. It is accordingly proposed to eliminate the overlapping, to put the two inferior posts on the standard scale of Rs. 45—45—50—5—110—5—120 (efficency bar at Rs. 80) and to apply approximately the usual percentage of increase to the post of the head-clerk. In view of the special character of

the posts hitherto created for this office, the initial pay of the two clerks in the standard scale will require special treatment.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head clerk	80—5—150	1	122 0 0	122 0 0	125—5—175	1	158 5 4	158 5 4
Clerk	60—2—100	1	80 0 0	80 0 0	* 45—45—50—3—110—5—120	2	77 8 0	155 0 0
Typist-accountant	40—2—60	1	50 0 0	60 0 0				
Typist	30—2—50	1	43 5 4	43 5 4	45—2½—70	1	61 10 8	61 10 8
Total ...		4		305 5 4		4		375 0 0

* Efficiency bar at Rs. 80. Probationary rate Rs. 45.

	Rs. A. P.
Extra cost per mensem	69 14 8
" " " annum	835 0 0

Office of the Municipal Magistrate, Calcutta.

59. The pay of this office has remained practically unchanged since the year 1901. Compared with the pay in most Calcutta offices it is poor and promotion is bad. We consider that the office requires special treatment, and accordingly propose that a larger percentage of increase should be given than the ordinary by the adoption of the scale of Rs. 40—40—45—½—100 for all the clerks except the head-clerk. A larger increase has also been proposed in the case of the head-clerk.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Head-clerk	80—4—100	1	95 0	95 0	125—5—175	1	158 5 4	158 5 4
2nd Clerk and Cashier	50—2—60	1	57 8	57 8				
3rd Clerk and Peshkar	40—2—50	1	47 8	47 8				
Peshkar (2nd Court)	40—2—50	1	47 8	47 8				
4th Clerk and Record-keeper	35—1—40	1	38 12	38 12	* 40—40—45—½—100	11	66 0 0	726 0 0
Clerks	35—1—40	2	38 12	77 8				
Assistant Cashier	35—1—40	1	38 12	38 12				
Clerks	30	3	...	90 0				
Summons writer	30	1	...	30 0				
Total ...		12		522 8		12		884 5 4

* Probationary rate Rs. 40. Efficiency bar at Rs. 70.

	Rs. A. P.
Extra cost per mensem	361 13 4
" " " annum	4,342 12 0

Office of the Port Officer and Engineer and Ship-Surveyor, Calcutta, and attached offices.

60. The pay of the establishments of the Port Officer and Engineer and Ship-Surveyor, Calcutta, the Head Shipping Officer, Calcutta, and the Branch Shipping Officer, Kidderpore, was raised on the ground of the increase in the cost of living in July 1919. No change is required in the case of the two latter offices, except so far as is necessary to introduce a time-scale of Rs. 40——40—45—2—85. An examination of the previous cadre shows however that the office of the Port Officer and Engineer and Ship-Surveyor, Calcutta, is entitled to further consideration. We have accordingly introduced into this office the slightly better scale of Rs. 40—40—45—½—100 and raised the pay of some of the superior posts after examining the pay before the recent revision.

Port Officer and Engineer and Ship-Surveyor, Calcutta.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Chief Clerk	200—10—300	1	266 10 8	266 10 8	200—10—300	1	266 10 8	266 10 8
Wreck Chart Clerk	140—5—160	1	156 0 0	156 0 0	140—5—160	1	156 0 0	156 0 0
Clearance Clerk	120—4—140	1	135 0 0	135 0 0	140—5—160	1	156 0 0	156 0 0
Second Clerk	100—4—120	1	115 0 0	115 0 0	120—4—140	1	135 0 0	135 0 0
Bill Clerk	80—4—100	1	95 0 0	95 0 0	100—4—120	1	115 0 0	115 0 0
Head-clerk of Engineer and Ship-Surveyor.	100—4—120	1	115 0 0	115 0 0	120—4—140	1	135 0 0	135 0 0
Assistant Clearance Clerk	60—2—80	2	73 5 4	146 10 8				
" Bill Clerk	60—2—80	1	73 5 4	73 5 4				
Reference and Record Clerk	60—2—80	1	73 5 4	73 5 4				
Second Clerk of Engineer and Ship-Surveyor.	60 2—80	1	73 5 4	73 5 4				
Indent Clerk	40—2—60	1	53 5 4	53 5 4	* 40—40—45—½—100	11	66 0 0	726 0 0
Certificate Clerk	40—2—60	1	53 5 4	53 5 4				
Banking Clerk	40—2—60	1	53 5 4	53 5 4				
Third Clerk of Engineer and Ship-Surveyor.	40—2—60	1	53 5 4	53 5 4				
Despatcher	30—2—40	1	37 8 0	37 8 0				
Assistant Reference Clerk	30—2—40	1	37 8 0	37 8 0				
Typists	40—2—50	2	47 8 0	95 0 0	45—½—70	2	61 10 8	123 5 4
Total ...		19		1,632 10 8		19		1,813 0 0

* Probationary rate Rs. 40. Efficiency bar at Rs. 70.

	Rs. A. P.
Extra cost per mensem	180 5 4
" " " annum	2,164 0 0

Head Shipping Office, Calcutta.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Assistant	150—10—250	1	216 10 8	216 10 8	150—10—250	1	216 10 8	216 10 8
Accountant	100—5—120	1	116 0 0	116 0 0	100—5—120	1	116 0 0	116 0 0
Second Assistant	80—4—100	1	95 0 0	95 0 0	85—3—100	1	96 4 0	96 4 0
Shipping Clerk (English Department)	60—4—80	1	75 0 0	75 0 0				
Record Clerk	50—2—60	1	57 8 0	57 8 0				
Shipping Clerk (Native Department)	50—2—60	1	57 8 0	57 8 0				
Assistant Shipping Clerk	40—2—50	1	47 8 0	47 8 0	*40—40—45—2—85.	8	61 0 0	488 0 0
Do. Accountant	40—2—50	1	47 8 0	47 8 0				
Do. Record Clerk	40—2—50	1	47 8 0	47 8 0				
Copyist and Despatcher	30—2—40	1	37 8 0	37 8 0				
Probationer	30	1	...	30 0 0				
Typist	40—2—50	1	47 8 0	47 8 0	45—[illegible]—70	1	61 10 8	61 10 8
Total ...		12		875 2 8		12		978 9 4

* Efficiency bar at Rs. 65.
Probationary rate Rs. 40.

	Rs. A. P.
Extra cost per mensem	103 6 8
" " " annum	1,241 0 0

Branch Shipping Office, Kidderpore.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Superintendent	175—10—275	1	241 10 8	241 10 8	175—10—275	1	241 10 8	241 10 8
Head-clerk and Accountant	100—5—120	1	116 0 0	116 0 0	100—5—120	1	116 0 0	116 0 0
Senior Shipping Clerk	60—4—80	1	75 0 0	75 0 0				
Head Certificate Clerk	60—4—80	1	75 0 0	75 0 0				
Junior Shipping Clerk	50—2—60	1	57 8 0	57 8 0				
2nd Certificate Clerk	50—2—60	1	57 8 0	57 8 0	*40—40—45—2—85.	7	61 0 0	427 0 0
Record or Banking Clerk	50—2—60	1	57 8 0	57 8 0				
Measuring Clerk	40—2—50	1	47 8 0	47 8 0				
Probationer	30	1	...	30 0 0				
Copyists	40—2—50	3	47 8 0	142 8 0	40—2—50	3	47 8 0	142 8 0
Do.	30—2—40	3	37 8 0	112 8 0	35—1—40	3	38 12 0	116 4 0
Total ...		15		1,012 10 8		15		1,043 6 8

* Efficiency bar at Rs. 65.
Probationary rate Rs. 40.

	Rs. A.
Extra cost per mensem	30 12
" " " annum	369 0

Leadmen's quarters.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Accountant	30—1—40	1	36 10 8	36 10 8	*40—40—45—2—85	1	61 0 0	61 0 0

* Efficiency bar at Rs. 65.
Probationary rate Rs. 40.

	Rs. A. P.
Extra cost per mensem	24 5 4
" " " annum	292 0 0

Office of the Chief Presidency Magistrate, Calcutta.

61. The pay of this office was revised in the year 1918, but no material change was made in the average pay. Promotion in this office appears however to have been unusually favourable. We have found considerable difficulty in the application of any of the standard scales to this office, but have eventually proposed the adoption of the scale of Rs. 40—40—45—$\frac{5}{2}$—100 (efficiency bar at Rs. 70) for the posts on Rs. 30 to Rs. 60. The post of Registrar is at present held by a probationary Sub-Deputy Collector, but as the post is still shown as a ministerial post we have raised its value in the ordinary manner.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Registrar	200—10—250	1	237 8	237 8	250—10—300	1	287 8 0	287 8 0
Interpreter	125—5—150	1	143 12	143 12				
Do.	100—5—125	2	118 12	237 8	110—5—160—10—200	4	164 0 0	656 0 0
Do.	80—4—10	1	95 0	95 0				
Clerks	80—4—100	2	95 0	190 0				
Do.	60—4—80	4	75 0	300 0	100—4—140	7	126 10 8	886 10 8
Do.	75	1	...	75 0				
Do.	60	4	...	240 0				
Do.	50	11	...	550 0				
Do.	40	10	...	400 0	*40—40—45—$\frac{5}{2}$—100	35	66 0 0	2,310 0
Do.	30	9	...	180 0				
Probationers	15	4	...	60 0				
Peddars	15	2	...	30 0	20—$\frac{1}{2}$—30	2	25 0 0	50 0
Total ...		49		2,738 12		49		4,190 2

* Efficiency bar at Rs. 70
Probationary rate Rs 40.

	Rs. A. P.
Extra cost per mensem	1,451 6 8
,, ,, ,, annum	17,417 0 0

Office of the Director of Industries.

62. On the cadre of this office are borne other office establishments of the Boiler Commission, Bengal, the Bengal Smoke Nuisances Commission, the Chief Inspector of Factories and of the Electrical Adviser to the Government

of Bengal. The pay was settled in the year 1920 and requires no revision. except in respect of the adoption of the standard time-scale of Rs. 45—45—50—3—110—5—120 (efficiency bar at Rs. 80) in place of the present fixed grades in the Lower Division. This involves raising the minimum of the Upper Division from Rs. 120 to Rs. 130. In the case of clerks already in the combined cadre, the ordinary rules proposed for entering the scales should not be applied ; only the pay of the clerks should be raised to the minimum of the scale in which they are placed and the pay of probationers raised to Rs. 45 ; the remainder should take their place in the Lower Division time-scales at the point in it just above their present pay. In the case of clerks for whom there is provision in the combined cadre, but who are still borne in the separate establishments of the offices to be combined with that of the Director of Industries, we consider that the ordinary rules proposed by us for the initial entrance to scales should be applied so far as practicable.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Upper Division.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Clerks	(a) 120—10—350	34	223 8 0	7,599 0 0	(a) 130—10—350	34	232 10 8	7,910 10 8
Accountant	150—5—200	1	183 5 4	183 5 4	150—5—200	1	183 5 4	183 5 4
Caretaker	100	1	...	100 0 0	100	1	...	100 0 0
Stenographer	100—10—200	1	166 10 8	166 10 8	100—10—200	1	166 10 8	166 10 8
Ditto	100—5—125	1	118 12 0	118 12 0	100—5—125	1	118 12 0	118 12 0
Ditto	50—10—100	2	87 8 0	175 0 0	50—10—100	2	87 8 0	175 0 0
Lower Division.								
Clerks	40—3—70	17	60 0 0	1,020 0 0	(b) 45—45—50—3—110—5—120	78	77 8 0	6,045 0 0
Do.	70—3—100	34	90 0 0	3,060 0 0				
Do.	100—3—115	17	111 4 0	1,891 4 0				
Probationers	30	10	...	300 0 0				
Duftries	25—½—30	4	28 5 4	113 5 4	25—½—30	4	28 5 4	113 5 4
Total ...		122		14,727 5 4		122		14,812 12 0

(a) With efficiency bar at Rs. 230.

(b) Efficiency bar at Rs. 80. Probationary into R. 45.

	Rs. A. P.
Extra cost per mensem	85 6 8
,, ,, ,, annum	1,025 0 0

Bengal Veterinary College, Calcutta.

63. The scale of Rs. 45—45—50—3—110—5—120 has been adopted for the five inferior posts in this office as in the office of the Superintendent, Civil Veterinary Department, the pay of the superior posts has been increased after taking into account the changes made in the year 1918. The pay of the menial staff was revised in the year 1920, but Colonel Smith has submitted

proposals for certain other changes in respect of this staff which are in our opinion reasonable and which we have therefore accepted.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head-clerk	80—5—130	1	113 5 4	113 5 4	110—5—160	1	143 5 4	143 5 4
Accountant	70—5—120	1	103 5 4	103 5 4	100—4—140	2	126 10 8	253 5 4
Manager of Hostels	70—5—120	1	103 5 4	103 5 4				
Clerk	60—4—80	1	75 0 0	75 0 0	*45—45—50—3—110—5—120	5	77 8 0	387 8 0
Do.	40—4—60	1	55 0 0	55 0 0				
Assistant Accountant	30—4—50	1	45 0 0	45 0 0				
Assistant Manager of Hostels	35—3—50	1	46 4 0	46 4 0				
Record-keeper	25—3—40	1	36 4 0	36 4 0				
Typist	25—3—40	1	36 4 0	36 4 0	45—½—70	1	61 10 8	61 10 8
Artist Photographer	75—5—150	1	118 12 0	118 12 0	75—5—175	1	125 0 0	125 0 0
Gymnastic Instructor	40—½—60	1	53 5 4	53 5 4	40—4—80	1	66 10 8	66 10 8
Riding Master	20—½—25	1	23 5 4	23 5 4	30—1—40	3	36 10 8	110 0 0
Stable Overseer	30	1	...	30 0 0				
Ditto	25	1	...	25 0 0				
Ambulance coachman	15—1—20	1	18 12 0	18 12 0	25	1	...	25 0 0
Laboratory servant	20—4—40	1	35 0 0	35 0 0	20—2—50	1	37 8 0	37 8 0
Ditto	15—1—20	1	18 12 0	18 12 0	20—1—30	3	26 10 8	80 0 0
Carpenter	20—1—25	1	23 12 0	23 12 0				
Do.	16—1—20	1	19 3 2	19 3 2				
Shoeing smiths	30—1—35	2	33 12 0	67 [illegible] 0	35—1—50	3	43 12 0	131 4 0
Blacksmith	30—1—35	1	33 12 0	33 12 0				
Total ...		22		1,080 13 10		22		1,421 4 0

* Probationary rate Rs. 45
Efficiency bar at Rs. 80.

	Rs. A. P.
Extra cost per mensem	340 6 2
" " " annum	4,081 10 0

Custom House, Calcutta.

64. We propose for the Lower Division of this office the scale of Rs. 45—45—50—3—110—5—120. The four junior office assistants in the Chemical Examiner's establishment have been put on the same scale. For the Upper Division the scales of Rs. 80—80—100—5—150—10—200 and an upper scale on Rs. 200—10—300 are recommended, with an efficiency bar at Rs. 150 and probationary rate of Rs. 80. We consider that, in future, clerks promoted from the Lower to the Upper Division should be allowed to enter this time-scale at Rs. 125 : provided they have put in at least five years' permanent service in the Lower Division ; if not, then they should enter the scale in accordance with the number of years they have served in the Lower Division. The same rule should be applied to clerks already promoted from the Lower Division for the calculation of this point of their initial entrance to the scale.

The grades of Superintendents have been re-arranged. The Collector of Customs has asked for a scale of Rs. 350—20—550, but the standard percentages do not justify its adoption. We have therefore proposed a scale of Rs. 300—20—500 for six Superintendents. The pay of the post of Cashier was raised in 1918 from Rs. 350 to Rs. 350—10—450. We have, therefore, increased it only to Rs. 400—10—500.

Collector's Establishment.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Upper Division.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Cashier	350—10—450	1	416 10 8	416 10 8	450—10—500	1	487 8 0	487 8 0
Superintendent	350—20—550	1	483 5 4	483 5 4	500—30—650	1	612 8 0	612 8 0
Ditto	350—20—450	1	425 0 0	425 0 0				
Ditto	300—20—400	1	375 0 0	375 0 0				
Ditto	325	1	...	325 0 0				
Ditto	300	1	...	300 0 0	300—20—500	6	433 5 4	2,600 0 0
Ditto	275	1	...	275 0 0				
Ditto	250	1	...	250 0 0				
Clerk	250	1	...	250 0 0				
Do.	200—10—250	1	237 8 0	237 8 0	200—10—300	5	266 10 8	1,333 5 4
Do.	200	3	...	600 0 0				
Do.	150	4	...	600 0 0				
Do.	130	3	...	390 0 0				
Do.	110	8	...	880 0 0	(a) 80—80—100—5—150—10—200	26	146 0 0	3,7[illegible] 0 0
Do.	90	8	...	720 0 0				
Probationers	50	3	...	150 0 0				
Stenographers	100—10—150	2	137 8 0	275 0 0	100—10—200	2	166 10 8	333 5 4
Lower Division.								
Clerks	80	20	...	1,600 0 0				
Do.	70	[illegible]	...	1,820 0 0				
Do.	60	36	...	2,160 0 0				
Do.	50	42	...	2,100 0 0	(b) 45—45—50—3—110—5—120	203	77 8 0	15,732 8 0
Do.	40	33	...	1,320 0 0				
Do.	30	28	...	840 0 0				
Probationers	25	18	...	450 0 0				
Total ...		244		17,242 8 0		244		24,895 2 8

	Rs. A. P.
Extra cost per mensem	7,652 10 8
" " " annum	91,832 0 0

(a) Probationary rate of Rs. 80. Efficiency bar at Rs. 150.
(b) Probationary rate of Rs. 45. Efficiency bar at Rs. 80.

Chemical Examiner's Establishment.

	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A.	Rs. A. P.
Assistant	90—3—120	1	112 8 0	112 8 0	125—5—150	1	148 12	148 12 0
Do.	60—3—90	1	82 8 0	82 8 0				
Do.	35—5—30	1	53 12 0	53 12 0	(a) 45—45—50—3—110—5—120	4	77 8	310 0 0
Do.	30—4—50	2	45 0 0	90 0 0				
Store-keeper	20—1—25	1	23 12 0	23 12 0	35—1—40	1	38 12	38 12 0
Total ...		6		362 8 0		6		492 8 0

	Rs.
Extra cost per mensem	130
" " " annum	1,560

(a) Probationary rate of Rs. 45. Efficiency bar at Rs. 80.

Small Cause Court, Calcutta.

65. The Chief Judge of the Small Cause Court, Calcutta, has made proposals for the revision of the pay of his establishment, which have been examined. He proposes that the 56 posts ranging from Rs. 30 to Rs. 70 should be placed on a time-scale of Rs. 50—3—80—4—140 with an efficiency bar at Rs. 80; he had previously proposed Rs. 40—4—80—3—125. These time-scales are by no means warranted by the standard percentages. We have, therefore, adopted the scale of Rs. 40—40—45—$\frac{3}{2}$—100 (efficiency bar at Rs. 70), a scale which will give very substantial relief in this office. For 12 higher posts the Chief Judge proposes a time-scale of Rs. 75—5—150—10—250 with efficiency bars at Rs. 150 and Rs. 200. The present maximum

is however Rs. 150. We have, therefore, adopted the scale of Rs. 60—60—80—5—160—10—220, with efficiency bars at Rs. 130 and Rs. 180 for the higher posts excepting that of the Chief Interpreter, for whom we have proposed a scale of Rs. 200—10—250. We have not changed the pay of Deputy Registrars, as it has been recently fixed at the present figure.

The Chief Judge also proposes that the pay of the European Bailiffs should be fixed at Rs. 150—5—250. This is admissible. He proposes that the Indian Seal Bailiffs should be paid on the scale of Rs. 50—3—110, *i.e.*, they should start on the same pay and with the same initial increments as he proposes for the clerical establishment. Following the same principle, we recommend the adoption of the time-scale of Rs. 40—40—45—$\frac{5}{2}$—100. For the Indian Summons Bailiffs, the Chief Judge proposes a scale of Rs. 20—1—45, which would more than double their pay. Their pay, which was revised in the year 1914, at present ranges from Rs. 12 to Rs. 20. We consider that they should be put on a scale of Rs. 20—$\frac{1}{2}$—32. We propose that the pay of the Superintendent of the Bailiff Department should be raised to Rs. 350.

Special arrangements will be necessary for the future promotion of Lower Division clerks to the Upper Division. We, therefore, propose that such clerks should be allowed to enter the Upper Division time-scale at a point given by their years of service since confirmation subject to a maximum of Rs. 110; direct recruits will enter at the bottom of the scale. The above rule should also be followed in calculating the point at which officers already promoted will now enter the new scale in addition to the ordinary proposed rule regarding seniority, *e.g.*, an officer after ten years' permanent service in the Lower Division and five years in the Upper Division will enter the scale at the point given by Rs. 110 + Rs. 25 = Rs. 135, unless his promotion has been retarded or accelerated or his present pay *plus* the *ad interim* allowance is greater than Rs. 135.

Small Cause Court, Calcutta.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Deputy Registrars	250—10—300	2	287 8	575 0	250—10—300	2	287 8 0	575 0 0
Bench Clerk and Interpreter	150—10—200	1	187 8	187 8	200—10—250	1	237 8 0	237 8 0
Ditto	125—5—150	4	143 12	575 0				
Superintendent, Warrant Department	100—10—150	1	137 8	137 8				
Bench Clerk and Interpreters	125	2	...	250 0				
Treasurer	100	1	...	100 0				
Superintendent, Summons Department	80—4—100	1	95 0	95 0	* 60—60—80—5—160—10—220	14	129 5 4	1,810 10 8
Bench Clerk and Interpreter	80—4—100	1	95 0	95 0				
Head Clerk	80	1	...	80 0				
Checking Writer	75	1	...	75 0				
Probationers	15	2	...	30 0				
Clerks (a)	70	2	...	140 0				
Do.	60	4	...	240 0				
Do.	50	7	...	350 0				
Do.	40—2—50	1	47 8	47 8				
Do.	45	9	...	405 0				
Do.	40	13	...	520 0	†40—40—45—$\frac{5}{2}$—100	63	66 0 0	4,158 0 0
Do.	30—2—40	1	37 8	37 8				
Do.	35	10	...	350 0				
Do.	30	9	...	270 0				
Probationers	15	7	...	105 0				
Total ...		80		4,665 0		80		6,781 2 8

(a) Including bench clerks, one deputy treasurer and all other clerks.

* Efficiency bars at Rs 130 and 180. Probationary rate Rs. 60.
† Efficiency bar at Rs. 70. Probationary rate Rs. 40.

Small Cause Court, Calcutta, Bailiffs' Establishment.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Superintendent	300	1	...	300	350	1	...	350 0 0
European Bailiff	175	1	...	175	150—5—250	2	200 0 0	400 0 0
Ditto	150	1	...	150				
Native Execution Bailiff	50	1	...	50	*40—40—45—½—100	3	66 0 0	198 0 0
Ditto	45	1	...	45				
Ditto	40	1	...	40				
Summons Bailiffs	20	6	...	120	20—¼—32	33	25 3 2	831 9 7
Ditto	18	6	...	108				
Ditto	16	6	...	96				
Ditto	14	6	...	84				
Ditto	12	9	...	108				
Total ...		39		1,276		39		1,779 9 7
Grand Total ...		119		5,941		119		8,560 12 3

Rs. A. P.

Extra cost per mensem 2,619 12 3
" " " annum 31,437 3 0

* Efficiency bar at Rs. 70. Probationary rate Rs. 40.

Office of the Conservator of Forests and Divisional Forest Offices.

66. The clerical establishments of the Forest Department were re-organised in the year 1919. Those of the Forest offices were borne on a combined cadre separate from that of the office of the Conservator of Forests. The pay in the different offices except in respect of certain posts mainly in the Conservator's office was assimilated as far as possible to that obtaining in the offices of the Public Works Department.

67. **Forest offices.**—In view of the recent re-organization, we have adopted a slightly lower scale than that adopted in the offices of the Public Works Department. Before the re-organisation the value of the post now on Rs. 150 was Rs. 120, and the full increase in the value of the post is not justified; but as the pay of the two posts of Rs. 100 below it, which were unchanged by that re-organization, has had to be raised to Rs. 125—5—150, we consider that the value of this post should be raised to Rs. 150—10—200 so as to preserve its character as a premier post in the department.

68. **Conservator's office.**—The lower paid clerks in the office were substantially benefited by the recent re-organization, and they are not therefore entitled to the full benefit of the standard percentages.

It is, however, a grievance of the office that they are not treated like the offices of other Heads of Departments and given the same scale of pay. We consider therefore that the increase of pay should be given by applying the scale of Rs. 45—45—50—3—110—5—120, with an efficiency bar at Rs. 80, which has been adopted in some of the offices of Heads of Departments to the clerks drawing Rs. 80 and less. We propose to increase the pay of the post on Rs. 100 to Rs. 125—5—150 as in the Forest and Public Works Department offices and the pay of the Head Assistant on Rs. 160—24—240 to Rs. 200—20—300 as in the offices of the Public Works Department.

The pay of the Personal Assistant was raised in 1919 from Rs. 300—20—400 to Rs. 400—20—500; the maximum corresponded to that drawn by the majority of other Personal Assistants on a grade of pay peculiar to the post. The Conservator is, however, dissatisfied with this rate of pay. He has pointed out that the work of the Personal Assistants is particularly

arduous and responsible as he is responsible for the audit of the revenue of the circle. He has also represented that better prospects are offered elsewhere for the type of man he requires. Originally, he proposed Rs. 600—700. We consider it would be sufficient to pay the Personal Assistant Rs. 400—20—600, the pay proposed for most Personal Assistants of other departments.

Conservator of Forests.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Personal Assistant	400—20—500	1	475 0 0	475 0 0	400—20—600	1	533 5 4	533 5 4
Head-clerk	160—16—240	1	220 0 0	220 0 0	200—20—300	1	275 0 0	275 0 0
Clerk	100	1	...	100 0 0	125—5—150	1	143 12 0	143 12 0
Do.	80	1	...	80 0 0	* 45—45—50—3—110—5—120	8	77 8 0	620 0 0
Do.	70	1	...	70 0 0				
Do.	60	2	...	120 0 0				
Do.	50	2	...	100 0 0				
Do.	40	1	...	40 0 0				
Do.	35	1	...	35 0 0				
Typists	30—2—50	2	43 5 4	86 10 8	45—$\frac{5}{2}$—70	2	61 10 8	123 5 4
Draftsman	50—4—70	1	65 0 0	65 0 0	50—4—90	1	76 10 8	76 10 8
Total ...		14		1,391 10 8		14		1,772 1 4

	Rs. A. P.
Extra cost per mensem	380 6 8
,, ,, ,, annum	4,565 0 0

* Efficiency bar at Rs. 80. Probationary rate Rs. 45.

Divisional Forest Offices.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head-clerk	150	1	...	150 0 0	150—10—200	1	187 8 0	187 8 0
Do.	100	2	...	200 0 0	125—5—150	2	143 12 0	287 8 0
Do.	65—4—85	5	80 0 0	400 0 0	80—5—120	5	108 0 0	540 0 0
Clerks	55	4	...	220 0 0	* 35—35—40—2—80	29	56 0 0	1,624 0 0
Do.	50	4	...	200 0 0				
Do.	45	7	...	315 0 0				
Do.	40	7	...	280 0 0				
Do.	35	4	...	140 0 0				
Do.	30	3	...	90 0 0				
Total ...		37		1,995 0 0		37		2,639 0 0

	Rs.
Extra cost per mensem	644
,, ,, ,, annum	7,728

* Efficiency bar at Rs. 60. Probationary rate Rs. 35.

Calcutta Collectorate.

69. The standard percentages have been applied to the posts in the land revenue and stamp branches of this office as far as possible, and the scale of Rs. 40—40—45—$\frac{5}{2}$—100, with an efficiency bar at Rs. 70, has been proposed for the Lower Division. The Collector of Calcutta has made a special representation regarding the pay of the Treasurer, which we consider is a matter for separate

enquiry. The pay of the special cadre of the Excise Branch of the Collectorate was revised in 1918 but with particular reference to the pay of the posts in the other branches. It is, therefore, necessary to provide the head clerk of the branch with the same pay as the sheristadar of the office and to make corresponding increases in the pay of the other clerks.

Land Revenue, Excise and Stamp Branches—General Cadre.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Upper Division.	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Superintendent, Stamp Department ...	300—20—400	1	375 0	375 0	350—30—500	1	462 8 0	462 8 0
Treasurer	175—15—250	1	231 4	231 4	225—15—300	1	281 4 0	281 4 0
Assistant Superintendent, Stamp Department.	200	1	...	200 0	225—5—250	1	243 12 0	243 12 0
Head Clerk and Sheristadar	125—10—175	1	162 8	162 8	150—15—225	2	203 4 0	412 8 0
Accountant	125—10—175	1	162 8	162 8				
Head Assistant, Stamp Department ...	125	1	...	125 0	150—5—175	1	168 12 0	168 12 0
Assistant	100	1	...	100 0	100—5—150	3	133 5 4	400 0 0
Do.	90	1	...	90 0				
Do.	70—5—95	1	88 12	88 12				
Lower Division.								
Stamp Vendor	70	1	...	70 0				
Assistant *	70	1	...	70 0				
Do.	60	2	...	120 0				
Do.	50	4	...	200 0				
Do.	45	11	...	495 0	*40—40—45—½—100	54	66 0 0	3,564 0 0
Do.	40	12	...	480 0				
Do.	35	9	...	315 0				
Do.	30	8	...	240 0				
Probationers	25	6	...	150 0				
Total ...		63		3,675 0		63		5,532 12 0

	Rs. A.
Extra cost per mensem	1,857 12
,, ,, ,, annum	22,293 0

* Efficiency bar at Rs. 70.
Probationary rate Rs. 40.

Excise Branch—Special Cadre.

	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk	125—10—175	1	162 8	162 8	150—15—225	1	206 4 0	206 4 0
2nd ,, ...	75—5—100	1	93 12	93 12	100—5—150	1	133 5 4	133 5 4
3rd ,, ...	50—5—70	1	66 0	66 0	75—5—100	1	93 12 0	93 12 0
Total ...		3		322 4		3		433 5 4

	Rs. A. P.
Extra cost per mensem	111 1 4
,, ,, ,, annum	1,333 0 0

Office of Director of Agriculture and subordinate offices.

70. For the offices of the Deputy Directors of Agriculture, the Superintendent of Sericulture and of the Research Laboratory we propose the adoption of the scale of Rs. 40—40—45—½—100, for other offices that of Rs. 35—35—40—2—68—½—80. Only those fieldmen clerks who are solely employed on clerical work have been included in the statement. No change has been proposed in the case of the posts of accountants, as they have only recently been created.

The office of the Director of Agriculture is located at Dacca. We however propose the adoption of the standard scale for heads of departments, viz., Rs. 45—45—50—3—110—5—120.

Director of Agriculture.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A.			Rs. A. P.	Rs. A. P.
Head Assistant	150—10—200	1	187 8 0	187 8	200—10—250	1	237 8 0	237 8 0
Assistant	150	1	...	150 0				
Do.	125	1	...	125 0	125—$\frac{15}{2}$—300	4	175 0 0	700 0 0
Do.	100	2	...	200 0				
Do.	80	3	...	240 0				
Do.	60	5	...	300 0				
Do.	50	1	...	50 0	45—45*—50—3—110—5—120	17	77 8 0	1,317 8 0
Do.	45	5	...	225 0				
Do.	30	3	...	90 0				
Total ...		22		1,567 8		22		2,255 0 0

	Rs. A.
Extra cost per mensem	687 8
" " " annum	8,250 0

* Efficiency bar at Rs. 75. Probationary rate Rs. 40

Research Laboratory, Dacca.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Fibre Section Clerk*	30—2—50	1	43 5 4	43 5 4				
Library Clerk	30—2—50	1	43 5 4	43 5 4	†40—40—45—$\frac{5}{2}$—100	3	66 0 0	198 0 0
Chemical Section Clerk*	30—2—50	1	43 5 4	43 5 4				
Botanical Section*	30—2—50	1	43 5 4	43 5 4	40—40—45—$\frac{5}{2}$—100	1	66 0 0	66 0 0
Total ...		4		173 5 4		4		264 0 0

	Rs. A. P.
Extra cost per mensem	90 10 8
" " " annum	1,088 0 0

* Separate cadre.
† Efficiency bar at Rs. 65.
Probationary rate Rs. 40.

Deputy Director, Eastern Circle.

Deputy Director of Agriculture (a)—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Accountant	75—5—125	1	108 5 4	108 5 4	75—5—125	1	108 5 4	108 5 4
Head Clerk	60—4*—80	1	75 0 0	75 0 0	75—5—100	1	92 12 0	92 12 0
Clerks	30—2—50	2	43 5 4	86 10 8	(b) 40—40—45—$\frac{5}{2}$—100	2	66 0 0	132 0 0
Superintendent, Dacca Division (a)—								
Clerk	30—1—50	1	40 0 0	40 0 0	(c) 35—35—40—2—68—$\frac{5}{2}$—80	1	54 8 0	54 8 0
Dacca Central Farm (a)—								
Fieldman Clerk	25—1$\frac{1}{2}$—40	1	35 0 0	35 0 0	(c) 35—35—40—2—68—$\frac{5}{2}$—80	1	54 8 0	54 8 0
Superintendent, Chittagong Division (a)—								
Clerk	30—1—50	1	40 0 0	40 0 0	(c) 35—35—40—2—68—$\frac{5}{2}$—80	1	54 8 0	54 8 0
Total ...		7		385 0 0		7		497 9 4

* For future incumbents the value of the post is Rs. 50—2—70

	Rs. A. P.
Extra cost per mensem	112 9 4
" " " annum	1,351 0 0

(a) Separate cadres.
(b) Efficiency bar at Rs. 65 and Probationary rate of " 40
Efficiency bar at " 60
Probationary rate " 35

Deputy Director, Western Circle.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Deputy Director of Agriculture (a)—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Accountant	75—5—125	1	108 5 4	108 5 4	75—5—125	1	108 5 4	108 5 4
Head Clerk	*60—4—80	1	75 0 0	75 0 0	75—5—100	1	93 12 0	93 12 0
Clerks	30—2—50	2	43 5 4	86 10 8	(b) 40—40—45—½—100	2	66 0 0	132 0 0
Superintendent, Presidency Division (a)—								
Clerk	30—1—50	1	40 0 0	40 0 0	(c) 35—35—40—2—68—½—80	1	54 8 0	54 8 0
Superintendent, Burdwan Division (a)—								
Clerk	30—1—50	1	40 0 0	40 0 0	(c) 35—35—40—2—68—½—80	1	54 8 0	54 8 0
Chinsurah Farm (a)—								
Clerk	25—1¼—40	1	35 0 0	35 0 0	(c) 35—35—40—2—68—½—80	1	54 8 0	54 8 0
Total ...		7		385 0 0		7		497 9 4

* For future incumbents the scale is Rs. 50—2—70.

	Rs. A. P.
Extra cost per mensem	112 9 4
,, ,, ,, annum	[illegible] 0

(a) Separate cadres.
(b) Efficiency bar at Rs. 65 and Probationary rate ,, 40.
(c) Efficiency bar at ,, 60.
(c) Probationary rate ,, 35.

Deputy Director, Northern Circle.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Deputy Director of Agriculture (a)—								
Accountant	75—5—125	1	108 5 4	108 5 4	75—5—125	1	108 5 4	108 5 4
Head Clerk	50—2—70	1	63 5 4	63 5 4	75—5—100	1	93 12 0	93 12 0
Clerks	30—2—50	2	43 5 4	86 10 8	(b) 40—40—45—½—100	2	66 0 0	132 0 0
Superintendent, Rajshahi Division (a)—								
Clerk	30—1—50	1	40 0 0	40 0 0	(c) 35—35—40—2—68—½—80	1	54 8 0	54 8 0
Rangpur Cattle Farm (a)—								
Clerk	25—1¼—40	1	35 0 0	35 0 0	(c) 35—35—40—2—68—½—80	1	54 8 0	54 8 0
Buriehat Farm (a)—								
Fieldman Clerk	25—1¼—40	1	35 0 0	35 0 0	(c) 35—35—40—2—68—½—80	1	54 8 0	54 8 0
Rajshahi Farm (a)—								
Clerk	25—1¼—40	1	35 0 0	35 0 0	(c) 35—35—40—2—68—½—80	1	54 8 0	54 8 0
Total ...		8		403 5 4		8		552 1 4

	Rs. A.
Extra cost per mensem	148 12
,, ,, ,, annum	1,785 0

(a) Separate cadres.
(b) Efficiency bar at Rs. 65 and Probationary rate ,, 60.
(c) Efficiency bar at ,, 60.
(c) Probationary rate ,, 35.

Sericulture Branch.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Superintendent of Sericulture, Bengal (a)—								
Accountant	75—5—125	1	108 5 4	108 5 4	75—5—125	1	108 5 4	108 5 4
Head Clerk	50	1		50 0 0	75—5—100	1	93 12 0	93 12 0
Clerk	30—2—50	1	43 5 4	43 5 4	40—40—45—5—100	2	66 0 0	132 0 0
Do.	30	1		30 0 0				
Rajshahi Sericulture School (a)—								
Clerk	10	1		10 0 0	10	1	...	10 0 0
Total ...		5		341 10 8		5		344 1 4

	Rs. A. P.
Extra cost per mensem	102 6 8
" " " annum	1,229 0 0

(a) Separate cadres.
(b) Efficiency bar at Rs. 65.
Probationary rate " 40.

Office of the Collector of Customs, Chittagong.

71. The ordinary district scale has been adopted for the lower grades in this office; and the standard percentages have been applied to the upper posts with such adjustments as were necessary for the purpose of preventing overlapping. The posts of two probationers to which Government have agreed have been included in the number on the scale, as the probationary period of Rs. 35 is included within the scale. For the mechanic the pay proposed by the Collector of Customs has been accepted. The carpenter has been treated as a contingency menial. We have not dealt with the subordinate establishment.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A.	Rs. A.
Accountant	100—5—125	1	118 12	118 12	140—5—165	1	158 12	158 12
Head Clerk	90	1	...	90 0	110—5—135	1	128 12	128 12
Cashier	50—5—75	1	68 12	68 12	80—5—105	1	98 12	98 12
Clerks	50	3	...	150 0				
Do.	40	2	...	80 0				
Do.	35	2	...	70 0				
Do.	30	8	...	240 0	35—35*—40—2—68—5—80	19	54 8	1,035 8
Do.	25	1	...	25 0				
Do.	20	1	...	20 0				
Probationers	25	2	...	50 0				
Mechanic	40—2—50	1	47 8	47 8	50—5—75	1	68 12	68 12
Total ...		21		960 0		23		1,490 8

	Rs. A.
Extra cost per mensem	530 8
" " " annum	6,366 0

* Efficiency bar at Rs. 60. Probationary rate Rs. 35.

Office of the Superintendent, Royal Botanic Garden, Calcutta, and of Cinchona Cultivation in Bengal and allied Offices.

72. We propose the adoption of the scale of Rs. 40—40—45—$\frac{5}{2}$—100, with an efficiency bar at Rs. 65, and probationary rate of Rs. 40 in this office. We also propose that the clerks in the Lloyd Botanic Garden in Darjeeling and in the Quinine Factory at Mungpoo should be placed on the district scale of Rs. 35—35—40—2—68—$\frac{3}{2}$—80; they should be given the local allowance permissible in these areas. The proposed rates for the technical and menial establishments have been settled in consultation with the Superintendent with due regard to market rates.

Superintendent, Royal Botanic Garden, Calcutta, and Cinchona Plantation, Bengal.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk	120—12—180	1	165 0 0	165 0 0	150—15—225	1	206 4 0	206 4 0
Clerk	80—4—100	1	95 0 0	95 0 0	115—5—140	1	133 12 0	133 12 0
Do.	60—4—80	1	75 0 0	75 0 0	90—4—110	1	105 0 0	105 0 0
Do.	50—2—60	1	57 8 0	57 8 0				
Do.	40—2—50	2	47 8 0	95 0 0				
Do.	30—2—40	3	37 8 0	112 8 0	40—40—45—$\frac{5}{2}$—100*	9	66 0 0	594 0 0
Do.	25—1—30	3	28 12 0	86 4 0				
Shorthand Typist	80—4—120	1	106 10 8	106 10 8	80—5—175	1	129 1 4	129 1 4
Sircars	15	2	...	30 0 0	20—$\frac{1}{2}$—25	2	23 5 4	46 10 8
Godown Sarkar	25	1	...	25 0 0	25—$\frac{1}{2}$—30	1	28 3 4	28 5 4
Herbarium Assistants	20—2—30	2	37 8 0	75 0 0	20—2—30	2	37 8 0	75 0 0
Artist	30—1—40	2	36 10 8	73 5 4	35—2—55	2	48 5 4	96 10 8
Do.	15—1—25	1	21 10 8	21 10 8	25—1—35	1	31 10 8	31 10 8
Printer	12—1—20	1	17 9 7	17 9 7	15—$\frac{1}{2}$—30	1	25 0 0	25 0 0
Book-repairer	25	1	...	25 0 0	30	1	30 0 0	30 0 0
Store-keeper	20—1—35	1	28 12 0	28 12 0	25—1—45	2	35 0 0	70 0 0
Time-keeper	20—1—35	1	28 12 0	28 12 0				
Total ...		25		1,118 0 3		25		1,571 6 8

	Rs. A. P.
Extra cost per mensem	453 6 5
,, ,, annum	5,440 13 0

* Efficiency bar at Rs. 65. Probationary rate of Rs. 40.

Lloyd Botanic Garden, Darjeeling.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A.	Rs. A.
Clerk	30—2—50	1	43 5 4	43 5 4	35—35—40—2—68—$\frac{3}{2}$—80	1	54 8	54 8

	Rs. A. P.
Extra cost per mensem	11 2 8
,, ,, annum	134 0 0

Quinine Factory at Mungpoo.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Clerk	40	1	...	40 0 0	35—35—40—2—68—$\frac{3}{2}$—80	1	54 8 0	54 8 0
Sub-Overseer	35—2—55	1	48 5 4	48 5 4	35—2—55	1	48 5 4	48 5 4
Total ...		2		88 5 4		2		102 1 4

	Rs. A.
Extra cost per mensem	14 8
,, ,, ,, annum	174 0

Office of the Administrator-General and Official Trustee.

73. Our proposals for this office are framed on the assumption that the temporary posts in the office have been converted into permanent posts. The Administrator-General has submitted to Government a scheme for introducing six grades on Rs. 250—20—350, 175—10—225, 110—10—160, 75—5—100, 50—4—70 and 30—3—45 into the office. We have accepted the grading of the posts on Rs. 250—20—350, 175—10—225, and 110—10—160; but after consultation with the Administrator-General have converted the other grades into a time-scale of Rs. 40—40—45—$\frac{5}{2}$—100 (probationary rate of Rs. 40 and efficiency bar Rs. 70). The Administrator-General, in view of the peculiarities of the office, desires to treat it specially in respect of the initial entrance of the present incumbents into the scale. We have no objection provided that the present incumbents do not draw less than their present pay, *plus* the *ad interim* allowance thereon, but consider that his detailed proposals should be submitted to Government for approval.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Superintendents	200—20—300	2	275 0	550 0	250—20—350	3	325 0 0	975 0 0
Head Clerk and Accountant	275	1	...	275 0	175—10—225	4	212 8 0	850 0
Assistant Superintendents	150—10—200	2	187 8	375 0				
Clerk	100—10—150	3	137 8	[illegible]	110—10—160	9	147 8 0	1,327
Do.	75—5—100	6	93 12	562 8				
Do.	50—5—75	8	68 12	550 0				
Do.	65	1	...	65 0	40—40—45—$\frac{5}{2}$—70—$\frac{5}{2}$—100	69	65 0 0	4,485
Do.	63	1	...	63 0				
Do.	80	4	...	320 0				
Do.	70	3	...	210 0				
Do.	65	1	...	65 0				
Do.	40	3	...	120 0				
Do.	35—3—50	13	46 4	601 4				
Do.	25—2—35	14	32 8	455 0				
Do.	15—2—25	9	22 8	202 8				
Do.	25	1	...	25 0				
Do.	22	1	...	22 0				
Do.	20	1	...	20 0				
Total ...		74		4,933 12				
Temporary.								
Clerk	100	1	...	100 0				
Do.	75	1	...	75 0				
Do.	70	1	...	70 0				
Do.	35	5	...	175 0				
Do.	30	2	...	60 0				
Shorthand Typist	50	1	...	50 0				
Total ...		11		530 0				
Grand Total ...		85		5,463 12		†86		7,637 8 0

	Rs. A. P.
Extra cost per mensem	2,173 12 0
" " " annum	26,085 0 0

† Includes the present temporary 11 posts on the assumption that they will be made permanent by Government.

Imperial Serologist and a Chemical Examiner to the Government of India.

74. The Imperial Serologist has submitted proposals for increasing the pay of his head clerk to Rs 80—5—120 and of the second clerk to Rs. 60—4—80. The pay was fixed in 1916 in both cases at Rs. 30 which was raised in 1920 to Rs. 40—2—60. The office is not therefore entitled to the application of the standard percentages in full, but we consider that the clerks should be put on the scale of Rs. 40—40—45—2—85.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs A. P.	Rs.		Rs.	Rs.
Head Clerk	40—2—60	1	53 5 4	53 5 4	*40—40*—45—2—85.	2	61	122
Second Clerk	40—2—60	1	53 5 4	53 5 4				
Total ...		2		106 10 8		2		122

	Rs. A. P.
Extra cost per mensem	15 5 4
,, ,, annum	184 0 0

* Efficiency bar at Rs. 65. Probationary rate of Rs. 40.

Office of the Registrar of Calcutta.

75. It is proposed to raise the lowest pay in the office from Rs. 30 to Rs. 45 and to put the posts on Rs. 50 and below on a time-scale of Rs. 40—40—45—2—85, with an efficiency bar at Rs. 65, which gives an average pay very slightly in excess of that admissible. The pay of the head clerk should in accordance with the standard percentages range from Rs. 140 to Rs. 160. It has been adjusted to the more convenient figure Rs. 125—10—175.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk	100—4—120	1	115	115	125—10—175	1	162 8 0	162 8 0
Clerk	75	1	...	75	90—4—110	1	105 0 0	105 0 0
Do.	50	2	...	100				
Do.	45	2	...	90				
Do.	40	4	...	160	40—40—45—2—85	13	61 0 0	793 0 0
Do.	30	5	...	150				
Copyists	20	8	...	240	35—1—45	8	41 10 8	333 5 4
Total ...		23		930		23		1,393 13 4

	Rs. A. P.
Extra cost per mensem	463 13 4
,, ,, ,, annum	5,566 0 0

* Efficiency bar at Rs. 65. Probationary rate of Rs. 40.

Medical Institutions in Calcutta.

76. The revision of the pay of the establishments of these medical institutions is considerably complicated by the changes which have been made since the war began. Thus the establishment of the Medical College was revised in 1918, that of the Medical College Hospital in 1915, that of the Chemical Examiner to Government in 1914, that of the Campbell School and Hospital in 1918, that of the Presidency General Hospital in 1915. The principles which we have adopted are :—

(1) In the case of offices of which the pay was revised in the year 1918 before the full effect of high prices began to be felt, to allow a partial increase ; (2) in the case of offices of which the pay was revised in the year 1914 or 1915, to allow a full increase on the rates in force previous to these years, adding on the increase then effected ; and (3) to co-ordinate the results and when scales are suitable, to take the nearest suitable scale. For example, the pay of the head clerk of the Medical College Hospital was changed in 1915 from Rs. 70 to Rs. 70—4—90. In accordance with the standard percentages the pay should be Rs. 100, but we have added the increase given in 1915 and made the new pay Rs. 100—4—120. We have put the diet clerks on a separate scale, for although it appears that some of these clerks are men of the same class as others and are promoted to the rank of the latter, they have distinctly inferior qualifications. In the case of the ordinary clerks the ordinary rules for entering the new time-scales should apply from the date of their confirmation as ordinary, not diet clerks. In each time-scale, Rs. 40 is the probationary rate.

Medical College.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk	125—5—150	1	143 12	143 12	150—5—175	1	163 12 0	168 12 0
Clerk	80—4—100	1	95 0	95 0	100—5—125	1	118 12 0	118 12 0
Do.	70	1	...	70 0				
Do.	60	1	...	60 0				
Do.	50	1	...	50 0	*40—40—45—½—100	5	66 0 0	330 0 0
Do.	40	1	...	40 0				
Assistant Librarian	40—2—50	1	47 8	47 8				
Librarian	80—4—100	1	95 0	95 0	100—5—125	1	118 12 0	118 12 0
Typist	40	1	...	40 0	45—½—70	1	61 10 8	61 10 8
Collecting Sarkar	25	1	...	25 0	25—½—35	1	30 0 0	30 0 0
Total ...		10		666 4		10		827 14 8

	Rs. A. P.
Extra cost per mensem	161 10 8
,, ,, ,, annum	1,940 0 0

* Efficiency bar at Rs. 70. Probationary rate Rs. 40.

Medical College Hospital and Prince of Wales Hospital.

	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A.
Head Clerk	70—4—90	1	85 0	85 0	100—4—120	1	115 0 0	115 0
Clerk	40—4—60	1	55 0	55 0				
Do.	30—2—40	1	37 8	37 8	*40—40—45—2—85	3	61 0 0	183 0
Store-keeper	40	1	...	40 0				
Diet Clerks	25—1—30	4	28 12	115 0	40—1—45	4	43 12 0	175 0
Supervisor	30—2—40	1	37 8	37 8	30—2—40	1	37 8 0	37 8
Total ...		9		370 0		9		510 8

	Rs. A.
Extra cost per mensem	140 8
,, ,, ,, annum	1,686 0

* Efficiency bar at Rs. 65. Probationary rate Rs. 40.

*Chemical Examiner to Government.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs A.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk	80—5—120	1	108 0	108 0	100—5—150	1	133 5 4	133 5 4
Clerk	60—4—80	1	75 0	75 0	*40—40—44—3—110	3	70 5 4	211 0 0
Do.	40—4—80	1	55 0	55 0				
Do.	30—2—40	1	37 8	37 8				
Total ...		4		275 8		4		344 5 4

Rs. A. P.
Extra cost per mensem 68 13 4
" " " annum 826 0 0

* Efficiency bar at Rs. 74. Probationary rate Rs. 40.

Campbell Medical School.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk	70—3—100	1	90 0 0	90 0 0	85—4—125	1	111 10 8	111 10 8
Clerk	60—[illegible]—70	1	66 10 8	66 10 8	*40—40—45—2—85	4	61 0 0	244 0 0
Do.	50—[illegible]—60	1	56 10 8	56 10 8				
Do.	30—1—40	1	36 10 8	36 10 8				
Librarian	30—1—40	1	36 10 8	36 10 8				
Collecting Sarkar	30	1	...	30 0 0	30—½—40	1	35 0 0	35 0 0
Total ...		6		316 10 8		6		390 10 8

Rs.
Extra cost per mensem 74
" " " annum 888

* Efficiency bar at Rs. 65. Probationary rate Rs. 40.

Campbell Hospital.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Accountant	70—3—100	1	90 0 0	90 0 0	80—4—120	1	106 10 8	106 10 8
Head Clerk	55—1—65	1	61 10 8	61 10 8	70—2—90	1	83 5 4	83 5 4
Clerk	40—1—50	1	46 10 8	46 10 8	*40—40—45—⅔—65	2	51 10 8	103 5 4
Do.	30—1—40	1	36 10 8	36 10 8				
Diet Sarkar	20—1—30	1	26 10 8	26 10 8	25—¼—35	3	30 0 0	90 0 0
Ditto	15—1—20	2	18 12 0	37 8 0				
Total ...		7		299 2 8		7		383 5 4

Rs. A. P.
Extra cost per mensem ... 84 2 8
" " " annum ... 1,010 0 0

* Efficiency bar at Rs. 55. Probationary rate Rs. 40.

Presidency General Hospital.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk	45—5—85	1	73 0 0	73 0 0	70—3—120	1	103 5 4	103 5 4
Clerks	30—1—40	2	36 10 8	73 5 4	*40—40—45—⅔—65	2	51 10 8	103 5 4
Diet Clerk	30	1	...	30 0 0	40—1—45	2	43 12 0	87 8 0
Store-keeper	30	1	...	30 0 0				
Total ...		5		206 5 4		5		294 2 8

Rs. A. P.
Extra cost per mensem ... 87 13 4
" " " annum ... 1,054 0 0

* Efficiency bar at Rs. 55. Probationary rate Rs. 40.

Voluntary Venereal Hospital.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Clerk	40—2—60	1	53 5 4	53 5 4	*40—40—45—½—65	1	51 10 8	51 10 8

Rs. A. P.

Decrease per mensem ... 1 10 8
" " annum ... 20 0 0

* Efficiency bar at Rs. 55. Probationary rate Rs. 40.

Sambhu Nath Pandit Hospital.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Clerk	30	1	...	30 0 0	40*—40—45—½—65	1	51 10 8	51 10 8

Rs. A. P.

Extra cost per mensem ... 21 10 8
" " " annum ... 260 0 0

* Efficiency bar at Rs. 55. Probationary rate of Rs. 40.

Office of the Superintendent, Census Operations.

77. There are two clerks in this office. The head clerk has been on the pay of Rs. 80 for many years. A personal allowance of Rs. 20 was sanctioned for him before 1913 and at different times he drew local allowances of Rs. 20. In 1914 a concessional personal allowance of Rs. 40 was sanctioned which he now draws in addition to his pay. We consider that the pay of the post should be fixed without reference to the considerations personal to the present incumbent and we therefore propose Rs. 85—4—125 and recommend that the personal allowance of the present incumbent may be continued. For the 2nd clerk on Rs. 35, we propose a scale of Rs. 40—40—45—2—85.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk	80 + 40 as P. A.	1	...	120	(a) 80—4—120	1	111 10 8	151 10 8
Clerk	35	1	...	35	*40—40—45—2—85	1	61 0 0	61 0 0
Total ...		2		155		2		212 10 8

Rs. A. P.

Extra cost per mensem 57 10 8
" " " annum 692 0 0

* Efficiency bar at Rs. 65. Probationary rate Rs. 40.
(a) + P. A. of Rs. 40.

Office of the Coroner of Calcutta.

78. There is only one clerk in the office who was appointed in 1901 on Rs. 60 a month. The present value of the post, which was fixed in 1912, is Rs. 60—4—100. We have proposed that the time-scale of Rs. 60—3—75—4—115—5—140 should be adopted in place of the scale Rs. 90—5—140, which would be strictly admissible in accordance with our proposals, in order to avoid applications for intermittent changes in the value of the post.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs.	Rs.
Clerk and Interpreter	60—4—100	1	86 10 8	86 10 8	60—3—75—4—115—5—140	1	100	100

	Rs. A. P.
Extra cost per mensem	13 5 4
,, ,, ,, annum	160 0 0

Albert Victor Leper Asylum.

79. The pay of this clerk was raised in 1918 from Rs. 30—2—40 to Rs. 40—4—60. We think five years is too short a run for a clerk if it is expected to retain him in the service. We therefore propose a scale of Rs. 40—40—45—2—85.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs.	Rs.
Clerk	40—2—60	1	53 5 4	53 5 4	*40—40—45—2—85.	1	61	61

	Rs. A. P.
Extra cost per mensem	7 10 8
,, ,, ,, annum	92 0 0

* Efficiency bar at Rs. 65. Probationary rate Rs. 40.

Presidency Opium Godown, Calcutta.

80. The pay of the two clerks in this office was revised in 1920. The scale of Rs. 40—10—45—$\frac{3}{2}$—100 (probationary rate of Rs. 40 and efficiency bar Rs. 70) is admissible on the old rates and is therefore recommended. The Intendant's pay should be raised from Rs. 500 to Rs. 600 in accordance with the standard percentages.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs.	Rs.
Intendant	500	1	...	500 0 0	600	1	...	600
Clerk	50—2—70	1	63 5 4	63 5 4	*40—40—45—$\frac{3}{2}$—100.	2	66	132
Do.	30—2—50	1	43 5 4	43 5 4				
Total ...		3		606 10 8		3		732

	Rs. A. P.
Extra cost per mensem	125 5 4
,, ,, ,, annum	1,504 0 0

* Efficiency bar at Rs. 70. Probationary rate Rs. 40.

Office of the Committee of Legal Education.

81. Prior to 1914 the pay of the post of the clerk was Rs. 50—2—70. In that year it was raised to Rs. 100 in consideration of the increase of his work and responsibilities. We propose a scale of Rs. 125—5—150.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Clerk (non-pensionable appointment) ...	100	1	...	100	125—5—150	1	143 12 0	143 12 0

	Rs. A. P.
Extra cost per mensem	43 12 0
,, ,, ,, annum	525 0 0

Establishment of the Public Prosecutor at the Police Court, Calcutta.

82. A staff of three clerks on Rs. 75, Rs. 40 and Rs. 30 was sanctioned in 1907 when the Public Prosecutor's establishment was created. Two more clerks appear to have been added since. For the post of Head Clerk, we propose a scale of Rs. 90—4—110, and we recommend that the remaining clerks should be put on the scale of Rs. 45—2—85, with a probationary rate of Rs. 40.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs.	Rs.
Clerk	75	1	...	75	90—4—110	1	105	105
Do.	40	2	...	80	40—40—45—2—85	4	61	244
Do.	30	1	...	30				
Clerk-typist	40	1	...	40				
Total ...		5		225		5		349

	Rs.
Extra cost per mensem	124
,, ,, ,, annum	1,488

Office of the Indian Law Reporters, Calcutta Series.

83. For the clerk attached to the office of the Indian Law Reporters, Calcutta Series, whose pay was increased from Rs. 70 to Rs. 88 in 1920, we recommend a fixed pay of Rs. 100.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs. A. P.		Rs.	Rs.
Clerk	88	1	...	88	100 0 0	1	...	100

	Rs.
Extra cost per mensem	12
,, ,, ,, annum	144

Office of the Superintendent of Governor's Estates.

84. We propose to place the clerks in this office on a special scale of Rs. 45—45—50—3—62—2—100 (efficiency bar 70), and the head clerk on a scale of Rs. 100—10—150. The duty allowances now drawn for work in connection with Belvedere have been allowed to remain. For the draftsman we propose Rs. 50—$\frac{3}{2}$—100, and for the Park clerk and Park Superintendent Rs. 40—$\frac{3}{2}$—64 and 200, respectively.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Park Superintendent	150	1	...	150 0 0	200	1	...	200 0 0
Head Clerk and Accountant	70—6—100	1	92 8 0	92 8 0	100—10—150	1	137 8 0	137 8 0
Clerks	40—2—50	3	47 8 0	142 8 0				
Do.	40	1	...	40 0 0	*45—45—50—3—62—2—100	6	67 14 8	407 8 0
Accounts Clerk	50	1	...	50 0 0				
Store-keeper	50—2—60	1	57 8 0	57 8 0				
Park Clerk	35	1	...	35 0 0	40—$\frac{3}{2}$—64	1	50 6 5	50 6 5
Draftsman and Estimator	50—2—60	1	57 8 0	57 8 0	50—$\frac{3}{2}$—100	1	75 0 0	75 0 0
Total ...		10		625 0 0		10	...	870 6 5

	Rs. A. P.
Extra cost per mensem ...	245 6 8
" " " annum	2,944 13 0

* Efficiency bar at Rs. 74. Probationary rate Rs. 45.

Office of the Superintendent, Political Pensions, Alipore.

85. The ministerial establishment in this office was sanctioned by the Government of India for work which was originally done by an officer under the Imperial Government. It was subsequently transferred to the Collector of the 24-Parganas, and it is still paid from Imperial revenues.

For the munshi and 2nd clerk we recommend the District Office scale of Rs. 35—35—40—2—68—$\frac{3}{2}$—80. The Head Assistant's pay is Rs. 125, but he draws a personal allowance of Rs. 50 and has been admitted to the benefit of the *ad interim* scheme. We have, therefore, suggested a scale of Rs. 150—5 200, but recommended that the present incumbent shall draw a personal allowance of Rs. 25 instead of Rs. 50. The Munshi and 2nd clerk should get the proposed town allowance.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs.	Rs.		Rs A. P.	Rs. A. P.
Head Assistant	125	1	...	125	150—5—200	1	183 5 4	183 5 4
Munshi	50	1	...	50	35—35*—40—2—68—$\frac{3}{2}$—80	2	54 8 0	109 0 0
Clerk	30	1	..	30				
Total ...		3		205		3		292 5 4

The Head Assistant at present gets a personal allowance of Rs. 50. For the future it is recommended that he should get a personal allowance of Rs. 25.

	Rs. A. P.
Extra cost per mensem	87 5 4
" " " annum	1,048 0 0

* Efficiency bar at Rs. 60. Probationary rate Rs. 35.

Offices Subordinate to the Public Works Department.

86. The pay of the ministerial establishments of Executive and Superintending Engineers was revised in the year 1914 on the report of a committee appointed to deal with the question. In order to improve prospects of promotion combined circle cadres were formed for the offices of each Superintending Engineer and of his subordinate Executive Engineers; the minimum pay of a clerk was raised to Rs. 30 a month and uniform rates were introduced. Beyond this the range of pay was little affected. The pay of the miscellaneous appointments outside these offices was not revised. In our proposals we have, as usual, initially applied the standard percentages and then made such adjustments as were necessary after consulting the Chief Engineers.

87. **Circle Cadres.**—We propose to place the posts which range from Rs. 30 to Rs. 55 on a time-scale of Rs. 40—40—45—2—85, with an efficiency bar at Rs 65. The value of the remaining posts has been raised approximately in accordance with the usual percentages. The prospects of promotion in the Eastern Circle require however definite improvement as compared with other circles, and we have therefore added two posts to the scale of Rs. 90—5—120, making a corresponding reduction on the lower scale.

In the offices of the Executive Engineers there are two classes of accounts clerks, viz. :—

(1) those who have passed the Accountantship Examination ; and

(2) those who have not passed that examination.

The unpassed accounts clerks are at present paid the same rates as correspondence clerks, but they are not amalgamated with the latter because their work is of a separate and distinct nature. We accordingly recommend that unpassed accounts clerks should be paid on the scale of Rs. 40—40—45—2—85 (efficiency bar at Rs. 65) outside the circle cadre.

Passed accounts clerks are selected and controlled by the Accountant-General. We have not dealt with their pay as it is connected with that of accountants under that officer.

88. **Estimators and Draftsmen.**—The present pay of estimators ranges from Rs. 50 to Rs. 120, of draftsmen from Rs. 35 to Rs. 100 and of tracers from Rs. 25 to Rs. 35. It has, however, been represented by the Chief Engineer, Roads and Buildings, that a considerable improvement in the pay, particularly of estimators, is necessary because it is increasingly difficult to obtain suitable men on the terms offered. Proposals had, therefore, already been formulated by the late Mr. Cowley for the improvement of pay before we entered on our duties.

The case of these officers is, therefore, different from that of ordinary clerks, where the supply is greater than the demand; and we accept the necessity of providing better terms for the estimators and draftsmen in the Public Works Department. Mr. Cowley also left it on record that it is necessary to fix the scale of pay of these officers so as to prove sufficiently attractive for good men with a leaning to that class of work in preference to the more physically arduous life of a member of the Subordinate Engineering Service.

The conclusion is therefore that the pay of estimators should be commensurate with that of the pay of that service; that of draftsmen can however be something less than it. It is, therefore, on these lines we have, in consultation with the Chief Engineer, Roads and Buildings, formulated our proposals. The proposed pay of the Bengal Subordinate Engineering Service is Rs. 60—5—125—10—225 with a selection grade on Rs. 250 for 3 per cent. of the cadre. As however the Chief Engineer is of opinion that there must be a superior post of head estimator in the office of each Superintending Engineer, that is to say, he desires to make a substantial increase in the number of estimators on a selection grade, we propose that the ordinary estimators should be placed on a scale of Rs. 60—5—150—10—200 with efficiency bars and tests at the stages of Rs. 90 and Rs. 125, and that the pay of

the post of head estimator in the office of each Superintending Engineer should be fixed at Rs. 200—10—250. For draftsmen we propose a scale of Rs. 50—5—165 with efficiency bars and tests at Rs. 80 and Rs. 115. They should have an opportunity of promotion to the scale of estimators by qualifying as such. Both estimators and draftsmen should be considered as on probation during the first year on the lowest rate of pay. For tracers we consider that Rs. 40—2—50 is sufficient.

89. **Miscellaneous Posts.**—The posts outside the main offices are at present paid at a variety of miscellaneous rates into which, after consulting the Chief Engineers, we have endeavoured to introduce some uniformity. We are informed that the same qualifications are required in the case of subdivisional and certain other clerks as in the case of the clerks on the circle cadres, but that the Entrance Examination qualification is not enforced. We consider that it should be enforced. It has also been represented to us that the clerks should all be placed on the circle cadre. This would not be fully justified. We have however proposed the adoption of the standard district time-scale of Rs. 35—35—40—2—68—½—80, with an efficiency bar at Rs. 60 for the majority of the posts. In a number of cases the increase of pay is large for it has been unchanged for many years. We recommend however that special rules should be framed regarding the efficiency bar so that a clerk should not pass it who is not fit for the more responsible work of the establishment A scale of Rs. 30—1—55 with an efficiency bar at Rs. 40 is suitable for the muharrirs and tahsildars in this department. Rupees 30 should be considered the probationary rate.

Superintending Engineer, South-Western Circle.

	Present Scale				Proposed Scale.			
Designation.	Pay.	No.	Average	Total.	Pay.	No.	Average	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs		Rs. A.	Rs. A.
Head Assistant	160—10—240	1	220	220	200—20—300	1	275 0	275 0
Correspondence Assistants	80—4—100	1	95	95	125—5—150	1	143 12	143 12
Ditto	65—4—85	5	80	400	90—5—120	5	112 0	560 0
Ditto	55	2	...	110				
Ditto	50	2	...	100				
Ditto	45	4	...	180				
Ditto	40	4	...	160	*40—40—45—2—85.	21	61 0	1,281 0
Ditto	35	3	...	105				
Ditto	30	3	...	90				
Probationer	20	2	...	40				
Do.	10	1	...	10				
Total ...		28		1,510		28		2,259 12

* Efficiency bar at Rs 65. Probationary rate Rs. 40.

	Rs.		Rs A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Typists	20—2—30	5	43 5 4	216 10 8	45—1—70	5	*61 10 8	308 5 4

	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A.	Rs. A.
Sahilsilars	100—4—120	1	115 0	115 0	200—10—250	1	237 8	237 8
Do.	75—5—100	1	93 12	93 12	*90—5—150—10—200	5	123 0	615 0
Do.	50—4—70	4	65 0	260 0				
Total ...		6		468 12		6		852 8

* Efficiency bars at Rs. 90 and 125. Probationary rate Rs. 60.

Designation.	Current Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A.	Rs.
Draftsman	75—5—100	1	98 12	98 12	*50—5—105	4	104 12	417
Ditto	50—4—70	2	65 8	130 0				
Ditto	25—2—35	2	32 8	65 0	40—2—50	2	47 8	95
Total ...		6		353 12		6		[illegible]

* With efficiency bars at Rs. 90 and Rs. 115. Probationary rate Rs. 50.

	Rs.		Rs. A	Rs. A.	Rs.		Rs A.	Rs.
Unpassed accounts clerk	50—2—60	1	57 8	57 8				
Ditto	55	1	...	55 0				
Ditto	50	1	...	50 0				
Ditto	45	2	...	90 0	*40—40—45—2—55	12	61 0	732
Ditto	40	2	...	80 0				
Ditto	35	2	...	[illegible] 0				
Ditto	30	3	...	90 0				
Total ...		12		492 8				

* Efficiency bar at Rs. 65. Probationary rate Rs 40.

Executive Engineer, Circular and Eastern Canals Division.

	Rs.		Rs A	Rs. A.	Rs.		Rs. A.	Rs. A.
Subdivisional Clerk	30	1	...	30 0	*25—25—40—2—65—[illegible]—80	1	54 8	54 8
NAVIGATION ESTABLISHMENT.								
Clerk	55—4—75	1	70 0	70 0	80—4—100	1	95 0	95 0
Do	40—2—50	1	47 8	47 8				
Accounts clerks	50—2—60	1	57 8	57 8				
Ditto	20	1	...	20 0				
Toll-darogas	25—4—45	4	40 0	160 0				
Statistical Clerk	40—2—50	1	47 8	47 8	*25—25—40—2—65—[illegible]—80	20	54 0	1,080 0
Ditto	20—2—30	2	27 8	55 8				
Senior Clerks	25—3—40	4	36 4	145 0				
Lock Clerk	25—2—35	2	32 8	65 0				
Junior Clerk	20—2—30	2	27 8	55 8				
Ticket Checker	20—1—25	4	23 12	95 0	20—[illegible]—40—1—45	4	36 4	145 0
Kutanvis	20	4	...	80 0	25—1—30	5	28 12	143 12
Do.	16	1	...	16 0				
Total ...		31		1,010 8		31		1,568 4

* Efficiency bar at Rs. 60. Probationary rate Rs. 35.

Executive Engineer, Northern Drainage and Embankment Division.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs. A.	Rs.		Rs A. P.	Rs. A. P.
Subdivisional Clerks	35—4—35	1	50 0	50 0				
Ditto	30	3	...	90 0				
Statistical Clerk	30	1	...	30 0				
Navigation Clerk	25—2—35	1	32 8	32 8	*35—25—40—2—65—½—80	12	51 [illegible] 0	654 0 0
Toll Collectors	30—4—50	2	45 0	90 0				
Assistant Toll Collectors	25—2—35	4	32 8	130 0				
Kutnavis	30	1	...	30 0	25—1—30	1	26 12 0	26 12 0
Total ...		13		442 8		13		682 12 0

* Efficiency bar at Rs. 60. Probationary rate Rs. 35.

Executive Engineer, Cossye Division.

	Rs.		Rs.	Rs.	Rs.		Rs. A.	Rs. A.
Store-keeper	25	[illegible]	...	25				
Subdivisional Clerks	25	3	...	75	*35—25—40—2—65—½—80	9	54 8	490 8
Ditto	20	1	...	20				
Subdivisional Cashiers	45	4	...	180				
Total ...		9		310				

* Efficiency bar at Rs. 60. Probationary rate Rs. 35.

Circle Officer, Revenue Division, Midnapore Canals.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs A. P.
Clerk	40	1	...	40 0 0	35—35—40—2—65—½—80	1	54 8 0	54 8 0
Muharrir	35	1	...	35 0 0				
Do.	30	1	...	30 0 0				
Do.	25	1	...	25 0 0				
Do.	22	1	...	22 0 0				
Do.	20	3	...	60 0 0				
Do.	15—½—20	2	18 5 4	36 10 8	*30—1—55	23	40 6 8	929 9 4
Tahsildars	35	2	...	70 0 0				
Ditto	30	2	...	60 0 0				
Ditto	25	4	...	100 0 0				
Ditto	20	5	...	100 0 0				
Amin	24	1	...	24 0 0				
Total ...		24		602 10 8		24		984 1 4
Grand Total ...		134		3,407 5 4		134		3,340 2 8

	Rs. A. P.
Extra cost per mensem	2,932 12 4
" " per annum	35,194 0 0

* Efficiency bar at Rs. 40. Probationary rate Rs. 35.

Superintending Engineer, Presidency Circle.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A.	Rs. A.
Head Assistant	160—10—240	1	220	220	200—20—300	1	275 0	275 0
Correspondence Clerk	80—4—100	1	95	95	125—5—150	1	142 12	142 12
Ditto	65—4—85	8	80	640	90—5—120	9	113 0	807 0
Ditto	55	3	...	165				
Ditto	50	3	...	150				
Ditto	45	6	..	270				
Ditto	40	4	...	160	*40—40—45—9—55	27	61 8	1,647 0
Ditto	35	3	...	105				
Ditto	30	5	...	150				
Probationers	20	3	...	60				
Total ...		37		2,015		37		2,961 12

* Efficiency bar at Rs. 65. Probationary rate Rs. 40.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Typists	30—2—50	7	43 5 4	303 5 4	45—1—70	7	61 10 8	431 10 8

	Rs.		Rs.	Rs.	Rs.		Rs.	Rs.
Unpassed Accounts Clerks	55	2	...	110				
Ditto	50	4	...	200				
Ditto	45	2	...	90				
Ditto	40	2	...	80	*40—40—45—9—55	17	61	1,037
Ditto	35	3	...	105				
Ditto	30	4	...	120				
Total ...		17		706				

* Efficiency bar at Rs. 65. Probationary rate Rs. 40.

	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A.	Rs. A.
Estimator	100—4—120	1	115 0	115 0	200—10—250	1	237 8	237 8
Do.	75—5—100	5	93 12	468 12				
Do.	50—4—70	5	65 0	325 0	60—5—150—10—200*	11	123 0	1,353 0
Probationer	35	1	...	35 0				
Total ...		12		943 12		12		1,590 8

* Efficiency bars at Rs. 90 and Rs. 125. Probationary rate Rs. 60.

	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A.	Rs. A.
Draftsman	75—5—100	1	93 12	93 12				
Do.	60—4—80	1	75 0	75 0				
Do.	50—4—70	5	65 0	325 0	50—5—100	10	101 12	1,322 12
Do.	35—5—50	5	46 4	231 4				
Probationer	25	1	...	25 0				
Tracer	25—2—35	7	32 8	32 8	40—2—50	1	47 8	47 8
Total ...		20		782 4		11		1,370 4

* Efficiency bars at Rs. 90 and Rs. 115. Probationary rate Rs. 50.

Executive Engineer, 1st Calcutta Division.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A.
Subdivisional Clerk	35	1	...	35	35—35—40—2—45—½—50*	1	54 8 0	54 8

* Efficiency bar at Rs. 60. Probationary rate 35.

Executive Engineer, 2nd Calcutta Division.

	Rs.		Rs.	Rs.	Rs		Rs A. P	Rs. A. P.
Rent Collecting Sarkar	20	1	...	20	25—½—35	1	29 2 8	29 2 8

Executive Engineer, 3rd Calcutta Division.

	Rs.		Rs.	Rs.	Rs		Rs. A.	Rs. A.
Subdivisional Clerks	35	2	...	70	35—35—40—2—45—½—50*	3	54 8	163 8
Ditto	30	1	...	30				
Total ...		3		100				

* Efficiency bar at Rs. 60. Probationary rate Rs. 35.

Executive Engineer, Electrical Division.

	Rs.		Rs.	Rs. A. P.	Rs.		Rs. A. P	Rs A. P.
Subdivisional Clerk	40	1	...	40 0 0	35—35—40—2—45—½—50*	3	54 8 0	163 8 0
Ditto	35	1	...	35 0 0				
Store-keeper	50	1	...	50 0 0				
Blue Printer	15	2	...	30 0 0	20—½—30	2	24 2 8	48 5 4
Cashkarkar	20	1	...	20 0 0	25—½—35	1	29 2 8	29 2 8
Total		6		275 0 0		6		241 0 0
Grand Total ...	...	96		5,075 9 4		96		7,839 5 4

* Efficiency bar at Rs. 60. Probationary rate 35.

Extra cost per annum 2,799 12
" " " maximum 33,587 0

Superintending Engineer, General Circle.

Designations	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.			Rs. A.	Rs. A.
Head Assistant	160—10—240	1	220	220	200—20—300	1	275 0	275 0
Correspondence Clerk	80—4—100	1	95	95	125—5—150	1	143 12	143 12
Ditto	65—4—85	4	[illegible]	320	90—5—120	4	112 0	448 0
Ditto	55	3	...	165				
Ditto	50	3	...	150				
Ditto	45	4	...	180				
Ditto	40	1	...	40	*40—40—45—2—55	19	61 0	1,159 0
Ditto	35	3	...	105				
Ditto	30	3	...	90				
Probationer	20	1	...	20				
Ditto	10	1	...	10				
Total ...		25		1,395		25		2,025 12

* Efficiency bar at Rs. 65 Probationary rate Rs. 40.

	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Typists	30—2—50	2	42 5 4	84 10 8	45—1—70	2	61 10 8	123 5 4

	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
	Rs.		Rs	Rs.	Rs.		Rs.	Rs.
Unpaised Accounts Clerks	55	2	...	110				
Ditto	40	2	...	80	*40—40—45—2—55	7	61	427
Ditto	35	1	...	35				
Ditto	30	2	...	60				
Total ...		7		265				

* Efficiency bar at Rs. 55. Probationary rate Rs. 40.

	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
	Rs.		Rs. A	Rs. A.	Rs.		Rs. A.	Rs. A.
Estimator	100—4—120	1	115 0	115 0	200—10—250	1	237 8	237 8
Ditto	[illegible]—100	2	92 12	187 8				
Ditto	50—4—70	2	65 0	130 0	*90—5—[illegible]—10—200	5	123 0	615 0
Probationer	35	1		35 0				
Total ...		6		467 8		6		[illegible] 8

* Efficiency bars at Rs. 90 and Rs. 125. Probationary rate Rs. 60.

	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
	Rs.		Rs. A.	Rs. A	Rs.		Rs. A.	Rs. A.
Draftsman	75—[illegible]—100	1	93 12	93 12				
Ditto	50—4—70	2	65 0	130 0	80—5—[illegible]	6	101 12	610 0
Ditto	35—2—50	1	36 4	36 4				
Probationer	25			25 0				
Tracer	35—[illegible]—35	1	32 3	32 3	*40—2—[illegible]	1	67 2	67 2
Total ...		6		322 3		7		[illegible] 0

Executive Engineer, Burdwan Division.

Designation.	Present Scale. Pay	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs	Rs.		Rs. A.	Rs. A.
Subdivisional Clerk	40	1	...	40	*25—35—40—2—60—3—80	3	54 8	162 8
Ditto	35	1	...	35				
Ditto	30	1	...	30				
Total ...		3		105				

* Efficiency bar at Rs. 60 Probationary rate Rs 35.

Executive Engineer, Nadia Rivers Division.

	Rs.		Rs.	Rs.	Rs.		Rs A.	Rs
Subdivisional Clerks	25	2	..	50	*25—35—40—2—60—3—80	10	54 8	545
Traffic Clerks (Navigation)	40	2	.	80				
Ditto	25	3	...	75				
Toll Clerks (Navigation)	25	3		75				
Total ...		10		280				
GRAND TOTAL ..		60		3,011 10 8		60		4,796 1 4

* Efficiency bar at Rs. 60. Probationary rate Rs. 35.

	Rs	A.	P
Extra cost per mensem	1,783	6	8
" " " annum	21,401	0	0

Superintending Engineer, Eastern Circle.

	Rs		Rs. A	Rs. A.	Rs.		Rs A.	Rs. A
Head Assistant	160—16—240	1	220 0	220 0	200—20—300	1	275 0	275 0
Correspondence Clerk	100—4—120	1	115 0	115 0	120—5—150	3	143 12	431 4
Ditto	80—4—100	2	95 0	190 0				
Ditto	65—4—85	3	77 8	232 8	90—5—120	5	112 0	560 0
Ditto	50	7	...	350 0				
Ditto	45	5	...	225 0				
Ditto	40	7	...	280 0	40—45—2—55	27	61 0	1,647 0
Ditto	35	4	...	140 0				
Ditto	30	4	...	120 0				
Probationers	10		...	20 0				
Total ...		36		1,892 8		36		2,913 4

* Efficiency bar at Rs. 65. Probationary rate Rs. 40.

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A.	Rs. A.
Typists	[illegible]	6	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

	Rs.		Rs. A.	Rs. A.	Rs.		Rs.	Rs.
Unpaaed Accounts Clerks ...	50	2	[illegible]	100 0				
Ditto	45	2	[illegible]	90 0				
Ditto	60	2	...	120 0	*[illegible]—[illegible]—[illegible]—[illegible]—[illegible]	11	61	[illegible]
Ditto	[illegible]—[illegible]—40	[illegible]	37 8	37 8				
Ditto	35	2	...	70 0				
Ditto	50	1	...	50 0				
Total ...		11		647 8		11		671

* Efficiency bar at Rs. 60. Probationary rate Rs. 40.

	Rs.		Rs. A.	Rs.	Rs.		Rs. A.	Rs. A.
Estimators	100—5—150	1	115 0	115 0	200—10—300	1	237 8	237 8
Ditto	75—5—100	3	91 12	271 8				
Ditto	50—4—70	[illegible]	65 0	260 0	60—5—150 —10—200*	9	123 0	1,107 0
Ditto	*35—3—50	1	[illegible] 4	[illegible] 4				
Probationer	65	1	...	[illegible] 0				
Total ...		10		797 8		10		1,944 6

* Efficiency bars at Rs. 90 and Rs. 125.

	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A.	Rs. A.
Draftsman	75—6—120	1	98 12	98 12				
Ditto	50—[illegible]—80	5	65 0	325 0	30—5—165*	5	101 [illegible]	505 12
Ditto	35—3—50	3	46 4	93 3				
Probationer	35	1	...	35 0				
Tracer	35—1—35	1	35 8	35 8	[illegible]—5—50	1	47 8	47 8
Total ...		10		635 12		10		[illegible] 4

* Efficiency bars at Rs. 80 and Rs. 125.

Executive Engineer, [illegible] Division

	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A.	Rs. A.
Stiste-keeper	[illegible]	1	77 8	77 0	[illegible]	1	115 0	115 0
Subdivisional Clerk	40	1	...	40 0	[illegible]	[illegible]	[illegible]	[illegible]
* Ditto	[illegible]	2	[illegible]	70 0				
Total ...		[illegible]		187 8		[illegible]		[illegible]

Executive Engineer, Dacca Division.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A.	Rs. A.
Subdivisional Clerks	45	1	...	45	*25—35—40—2—60—3—80	5	54 8	272 8
Ditto	35	4	...	140				
Total ...		5		185		5		272 8

* Efficiency bar at Rs. 60. Probationary rate Rs. 35.

Executive Engineer, Bakarganj Division.

	Rs.		Rs.	Rs. A. P.	Rs.		Rs. A.	Rs. A. P.
Subdivisional Clerks	35	3	...	105 0 0	*25—35—40—2—55—3—80	3	54 8	163 8 0
Total for the whole circle ...		84		4,340 6 8		84		6,211 13

	Rs. A. P.
Extra cost per mensem	2,571 6 8
,, ,, ,, annum	30,857 0 0

* Efficiency bar at Rs. 60. Probationary rate Rs. 35.

Superintending Engineer, Northern Circle.

	Rs.		Rs. A	Rs.	Rs.		Rs. A.	Rs. A.
Head Assistant	160—16—240	1	220 0	220	200—20—300	1	275 0	275 0
Correspondence Clerks	85—4—100	2	95 0	190	125—5—150	2	143 12	287 8
Ditto	55—6—85	4	77 8	310	90—5—120	4	112 0	448 0
Ditto	50	6	...	300	*40—40—45—2—85	21	61 0	1,281 0
Ditto	45	4	...	180				
Ditto	40	3	...	120				
Ditto	35	3	...	105				
Ditto	30	2	...	60				
Probationers	10	3	...	30				
Total ...		28		1,515		28		2,291 8

* Efficiency bar at Rs. 65. Probationary rate Rs. 40.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Typists	30—2—50	5	43 5 4	216 10 8	45—3—70	5	61 10 8	308 5 4

	Rs.		Rs	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Unpaised Accounts Clerks	50	4	...	200	*40—40—45—2—85	9	61	541
Ditto	45	1	...	45				
Ditto	40	2	...	80				
Ditto	35	1	...	35				
Ditto	30	1	...	30				
Total ...		9		390		9		541

* Efficiency bar at Rs. 65. Probationary rate Rs. 40.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs.	Rs.		Rs. A.	Rs. A.
Estimators	100—4—120	1	115 0	115	200—10—300	1	237 8	237 8
Do.	75—5—100	4	93 12	375	60—5—150* —10—200	9	123 0	1,107 0
Do.	50—4—70	4	65 0	260				
Probationer	35	1	...	35				
Total ...		10		785		10		1,344 8

* Efficiency bars at Rs. 90 and Rs. 125.

	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A.	Rs. A.
Draftsman	75—5—100	1	93 12	93 12	50—5—165*	13	101 12	1,322 12
Do.	50—4—70	3	65 0	195 0				
Do.	35—3—50	8	46 4	370 0				
Probationer	25	1	...	25 0				
Total ...		13		683 12		13		1,322 12

* Efficiency bars at Rs. 80 and Rs. 115.

Executive Engineer, Darjeeling Division.

	Rs.		Rs.	Rs.	Rs.		Rs. A.	Rs. A.
Subdivisional Clerks	50	2	...	100	35—35 —40—2—68 —½—80*	4	54 8	218 0
Ditto	40	2	...	80				
Total ...		4		180		4		218 0

* Efficiency bar at Rs. 60. Probationary rate Rs. 35.

Executive Engineer, Rajshahi Division.

	Rs.		Rs.	Rs.	Rs.		Rs. A.	Rs. A.
Subdivisional Clerks	40	3	...	120	35—35— 40—2—68 —½—80*	3	54 8	163 8

Efficiency bar at Rs. 60. Probationary rate Rs. 35.

Executive Engineer, Jalpaiguri Division.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A.	Rs. A.
Subdivisional Clerks	40	4	...	160	35—35—40—2—68—½—90*	4	54 8	218 0

* Efficiency bar at Rs. 60. Probationary rate Rs. 35.

Executive Engineer, Duars Road Division.

	Rs.		Rs.	Rs.	Rs.		Rs. A.	Rs. A.
Subdivisional Clerk	40	1	...	40	35—35—40—2—68—½—80*	1	54 8	54 8

* Efficiency bar at Rs. 60. Probationary rate Rs. 35.

				Rs. A. P.			Rs. A. P.	
Total of the whole circle ...	...	77	...	4,090 6 8	...	77	6,462 1 4	

	Rs. A. P.
Extra cost per mensem	2,371 10 8
" " " annum	28,460 0 0

Public Works Office, Chittagong Hill Tracts.

90 Proposals have been submitted to Government for the re-organisation of this establishment. We propose for the posts of clerk and draftsman and the proposed posts of estimator and typist the scales or part thereof adopted in the Public Works Department in the remainder of the province. The present head clerk and accountant and the accounts clerk have also been put on the same scales ; if however, a trained accounts staff is appointed under the control of the Accountant-General, the rate applicable to that staff should be adopted. We have not dealt with that staff. The Chittagong Hill Tracts

allowance should be made admissible. If the draftsman and the estimator are capable of passing the tests to be prescribed in the case of the standard scales applicable to them, the scale can be subsequently extended in their case.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk and Accountant	60—$\frac{5}{2}$—80	1	73 5 4	73 5 4	90—5—120	1	112 0 4	112 0 0
Additional Accounts Clerk	40—$\frac{3}{2}$—50	1	46 10 8	46 10 8	*40—40—45—2—85.	2	61 0 0	122 0 0
Clerk	30	1	...	30 0 0				
Draftsman	30	1	...	30 0 0	50—5—80	1	72 0 0	72 0 0
Estimator	...	...	...	...	60—5—90	1	82 0 0	82 0 0
Typist	...	...	...	...	45—$\frac{5}{2}$—70	1	61 10 8	61 10 8
Store Muharrir	25	1	...	25 0 0	35—2—45	1	42 8 0	42 8 0
Carpenter	22	1	...	22 0 0	40—1—50	1	50 0 0	50 0 0
Do.	18	1	..	18 0 0				
Total ...		7	...	245 0 0		8		542 2 8

	Rs. A. P.
Extra cost per mensem	297 2 8
,, ,, ,, annum	3,566 0 0

* Efficiency bar at Rs. 65. Probationary rate of Rs. 40.

Offices of Commissioners of Divisions.

91. These establishments, like those of district offices, were revised in accordance with the recommendations of the two Salaries Committees which dealt with the two parts of Bengal. In Western Bengal the minimum pay of Rs. 30 was adopted as against Rs. 25 in district offices in Eastern Bengal it, was also fixed at Rs. 30, the same as the minimum in district offices; in that part of the province. There appears to be a general expectation that some difference will be maintained between the lowest pay in district offices and Commissioners' offices—an expectation which is justified by the opinion of the Salaries Committees that a different type of clerk is required in the office of a Commissioner. We accordingly propose the scale of Rs. 40—40—45—$\frac{5}{2}$—100 with an efficiency bar at Rs. 70 and a probationary rate of Rs. 40 for these offices.

There is some difference in organisation between the offices in Western Bengal and Eastern Bengal. In the latter there is a sheristadar for the whole office on Rs. 200—50—250, in the former his place is taken by two officers, viz., the Judicial and Revenue assistants on Rs. 150—5—200. It is obvious that unless the organisation is changed it is not practicable to place the offices in the same position as regards the pay of these posts. We propose therefore to raise the pay of the post of sheristadar in East Bengal to Rs. 250—10—300 and of one post in each office in West Bengal to the same figure to be held by the Judicial or the Revenue assistant whoever is senior. The other post will be on Rs. 200—10—250. For the ordinary upper division we propose the scale of Rs. 110—5—160. In Eastern Bengal we think it desirable to create a selection post in each office on Rs. 175—5—200 between the maximum of the ordinary upper division scale and the minimum pay of sheristadars, a corresponding reduction being made in the number of posts on Rs. 110—5—160.

The result of these proposals is as follows :—

	East Bengal.		West Bengal.	
	Present.	Proposed.	Present.	Proposed.
	Rs.	Rs.	Rs.	Rs.
Sheristadar ...	200—10—250	250—10—300	...	...
Judicial and Revenue assistants ...	...	...	150—5—200	250—10—300 200—10—250
Selection posts ...	150 (one).	175—5—200	...	...
Upper division ...	80—125	110—5—160	80—100	110—5—160
Lower division ...	30—70	40—40—45—$\frac{5}{2}$—70 (efficiency bar) $\frac{5}{2}$—100.	30—70	40—40—45—$\frac{5}{2}$—70 (efficiency bar) $\frac{5}{2}$—100.

In the Presidency Commissioner's office whose headquarters are in Calcutta the town allowance of 10 per cent. on salary should be given.

Upper Division.

Designation.	Present Scale. East Bengal. No.	Pay.	Cost	West Bengal. No.	Pay.	Cost.	Proposed Scale. Pay.	No.	Average.	Total cost.
1	2	3	4	5	6	7	8	9	10	11
		Rs.	Rs. A. P.		Rs.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A.
Sheristadar ...	3	200—10—250	712 8 0	...	...	...	250—10—300	3	287 8 0	862 8
Revenue Assistant ...	...		...	2	150—5—200	366 10 8	250—10—300	2	287 8 0	575 0
Judicial Assistant ...	...	...	...	2	150—5—200	366 10 8	200—10—250	2	237 8 0	475 0
Revenue Head clerk ...	1	150	150 0 0	...	...	...	175—5—200	3	193 12 0	581 4
Judicial Head clerk ...	1	125	125 0 0	...	...	...	110—5—160	21	143 5 4	3,010 9
Head clerk ...	2	125	250 0 0	...	...	...				
Second clerk ...	2	75	150 0 0	...	...	...				
Second Revenue Assistant ...	...	...	...	1	100	100 0 0				
Second Judicial Assistant ...	...	...	..	1	100	100 0 0				
Municipal clerk ...	...	...	...	1 1	125 80	125 0 0 80 0 0				
Peshkar ...	1	100	100 0 0	1 1	125 80	125 0 0 80 0 0				
Accountant ...	1	75	75 0 0	1	80	80 0 0				
Ward's Head clerk ...	1 2	90 80	90 0 0 160 0 0	1	125	125 0 0				
Education clerk ...	...	...	...	1	100	100 0 0				
Land Acquisition clerk ...	...	...	...	2	80	160 0 0				
Record-keeper ...	...	...	...	1	80	80 0 0				
Income-tax clerk ...	...	...	...	1	80	80 0 0				
Shorthand Writer and confidential Assistant.	1 1 1	250 125—5—175 125	250 0 0 158 5 4 125 0 0	1 1 ...	100—$\frac{10}{2}$—80 80—$\frac{10}{2}$—130 ...	133 5 4 108 0 0 ...	125—5—225	5	175 0 0	875 0
Total ...	17		2,345 13 4	19		2,209 10 8				
Grand Total ...	...		...	36		4,555 8 0		36		6,378 12

Lower Division.

Present Scale.				Proposed Scale.			
Designation.	No.	Pay.	Total cost.	Pay.	No.	Average.	Total cost.
1	2	3	4	5	6	7	
		Rs.	Rs. A.	Rs.		Rs.	Rs. A.
Clerks	7	70	490 0	* 40—40—45—½—70—½—100.	123	66	8,250 0
Do.	12	60	720 0				
Do.	24	50	1,200 0				
Do.	34	40	1,360 0				
Do.	1	35	35 0				
Do.	32	30	960 0				
Probationers	7	25	175 0				
Ditto	8	15	120 0				
Total ...	125		5,050 0				
Total for both divisions ...	161		9,615 8		161		14,628 12

		Rs. A.
Extra cost per mensem	...	5,013 4
" " " annum	...	60,153 0

* Efficiency bar at Rs. 70. Probationary rate of Rs. 40.

Executive and Judicial Offices in districts.

92. We have given very careful consideration to the question of the revision of the pay of these offices and our final proposals are the outcome of many attempts to deal with it. The divergent rates of pay prevailing at present in the two parts of the province make it a matter of considerable difficulty to introduce any system and at the same time to keep within the limits of the standard percentages of increase. In fact these limits have been considerably exceeded, but, in our opinion, this is justifiable in the case of the ministerial establishments of these offices. The pay in the two parts of the province was dealt with by two different committees and the result has been a somewhat bewildering classification of posts on different rates of pay whose continuance under present conditions it is impossible to justify. The maximum of the lower division is Rs. 50 throughout, but the minimum is Rs. 30 in Eastern Bengal and Rs. 25 in Western Bengal. In Judicial offices the grades of the lower division also vary, those on Rs. 35 and Rs. 45 being non-existent in Eastern Bengal. In the upper division, the pay was fixed in both parts of the province according to the importance of the post and of the district but rates of pay and the distribution of posts vary. Thus while in 15 districts in Eastern Bengal the Sheristadar is on the uniform scale of Rs. 175—10—225, in Western

Bengal the districts are grouped into three classes with different rates of pay for the corresponding post of Superintendent of which the highest pay is Rs. 200. Similarly, the Fouzdari head clerks in Eastern Bengal draw an uniform rate of Rs. 150, while in Western Bengal there are three different rates for the corresponding posts of head assistants of Rs. 100, Rs. 125 and Rs. 150. In the Judicial offices also similar anomalies are noticeable. For sheristadars and nazirs there are two classes of districts and two rates of pay in Eastern Bengal, while in Western Bengal there are three classes of districts and three rates of pay. Again, though Rs. 50 is the maximum of the lower division, a large number of Munsif's sheristadars in West Bengal on Rs. 50 are classed as upper division men. Judge's peshkars in West Bengal are treated as belonging to the lower division but in East Bengal they are in the upper division. These differences strike the eye at once. Abortive attempts have been made from time to time to co-ordinate the pay in the two parts of the province, but something more than this is necessary. One defect of the present system under which the pay is attached to the post is that the best man for a vacant post cannot necessarily be appointed to it as the claims of other capable senior officers have to be considered while the differentiation of the pay of the highest post in different districts results in a tendency to transfer to the lightest district the least competent officer. We have found on every side a widespread demand to have such petty distinctions removed. With this demand we are in sympathy and we have attempted to meet it in our proposals.

93. **Executive Offices.**—For the posts of sheristadar or Superintendent, fouzdari head clerk, head assistant and treasurer we recommend special rates of pay. In Eastern Bengal the post of Superintendent carries the uniform pay of Rs. 175—10—225; in West Bengal the corresponding post of sheristadar carries different rates of pay of Rs. 150, Rs. 175 and Rs. 200 in accordance with the importance of the district. It is obvious that the new rates must be based on those in force in Eastern Bengal. We therefore propose a uniform rate of pay for the post of Superintendent or sheristadar of Rs. 200—15—275. In Eastern Bengal the fouzdari head clerk draws Rs. 150 a month except in one instance; in Western Bengal the post of head assistant carries different rates of pay of Rs. 150. Rs. 125 and Rs. 100. We propose a uniform rate of pay for the post of fouzdari head clerk or head assistant of Rs. 175—5—200. For treasurers, who are now paid at the rates of Rs. 80, Rs. 100 and Rs. 125. in accordance with the security they have to furnish, we propose two different rates, those giving a security of Rs. 15,000 or less being placed on the special scale of Rs. 125—5—175 and those who give security of Rs. 20,000 on the special scale of Rs. 150—5—200. The Accountant-General whom we consulted recommended rates of Rs. 100—5—150 and Rs. 150—5—200. The latter rate has been adopted, but in view of the difficulty in recruiting treasurers of which there is evidence and of the pay which accountants can draw in the scale for the remainder of the upper division, the higher rate of Rs. 125—5—175 has been adopted instead of Rs. 100—5—150.

For the remaining posts in the upper division of these offices, which carry pay varying from Rs. 60 to Rs. 125, we recommend the adoption of a time-scale of Rs. 80—4—140 with a selection post in each district on Rs. 145—5—170. The case of the lower division comprising posts from Rs. 25 and Rs. 30 to Rs. 50 has received our careful attention. In Behar and Orissa a scale of Rs. 30—2—70 has been adopted with a probationary or apprentice's grade of Rs. 20. In the more expensive province of Bengal, however, we consider that the minimum pay of a permanent clerk should be Rs. 40; and we have already proposed that the probationary period should be thrown on to the time-scale at the slightly lower rate of Rs. 35. We therefore recommend that the scale of Rs. 35—35—40—2—60 (efficiency bar)—2—68—$\frac{3}{2}$—80 (probationary rate Rs. 35) should be adopted, a scale which provides that the maximum should be reached in the twenty-fifth year of service from the very commencement.*

* In accordance with our general proposals there is also an efficiency bar at the 18th year in all such scales, in this case at Rs. 71.

94. **Judicial Offices.**—There is a demand that the pay of Judicial and Executive offices should be made uniform so far as possible. It is already so in respect of the lower division, and before the re-organisation of 1905 and 1908 it was so in respect of the ministerial heads of the offices. There is a legitimate doubt whether some of the work of the upper division clerks in Judicial offices is of equal importance with that of some of the work in Executive offices, but it does not seem worth while insisting on this difference, except in the case of Munsif's sheristadars who are paid at definitely lower rates than the remainder of the upper division. We have therefore proposed both for the upper and lower divisions the same scales of pay—Rs. 80—4—140, Rs. 145—5—170 for translators or translators and head clerks and Rs. 35—35—40—2—60 (efficiency bar)—2—68—¾—80 (probationary rate Rs. 35) for the lower division—as in the case of Collector's offices. For Munsif's sheristadars, however, we propose to introduce an inferior scale in the upper division of Rs. 80—2—100; if an officer is promoted from this scale to the superior scale of Rs. 80—4—140, he will enter the latter scale at a point determined by his year's service in the former scale. The posts of sheristadars carry various rates of pay of Rs. 100—5—150, Rs. 125—5—175 and Rs. 150—5—200. We propose that they should be paid uniformly at the rate of Rs. 175—10—275, so as to make the maximum equal to the maximum of the pay of sheristadar in the Collector's office, as was the case before the revisions of 1905 and 1908. A lower minimum has been suggested because the pay of the nazir in the Judicial offices is higher than that of any corresponding post in Executive offices and because the sheristadar in the Judicial office is not necessarily promoted from the grade of nazirs who do a different kind of work. The pay of the post of nazirs has presented some difficulty. In West Bengal he is paid at the same rates as the sheristadar, viz., Rs. 100—5—150, Rs. 125—5—175 and Rs. 150—5—200; in East Bengal he is paid at the lower rates of Rs. 125 and Rs. 150. The opinion of those District Judges whom we consulted on this question was that the sheristadar's position as the head of the office should be maintained. We have, therefore, suggested a lower rate of pay of Rs. 175—5—225 for the Judicial nazirs.

In regard to the Judge's peshkars who are in the upper division in East Bengal and in the lower division in West Bengal, we have followed the practice of East Bengal and transferred the corresponding posts in West Bengal to the upper division. It is understood that it is much within the power of these officers to save or waste a Judge's time and that they have to be picked men of good ability.

95. A summary of the proposals is given below:—

Executive offices.	Rs.	Judicial offices.	Rs.
Sheristadar or Superintendent ...	200—15—275	Superintendent	175—10—275
Fouzdari Head Clerk or Head Assistant	175—5—200	Nazir	175—5—225
Selection posts	145—5—170	Translator and Head Clerk or Translator	145—5—170
Upper division posts ...	80—4—140	Upper division posts Superior scale	80—4—140
		Inferior scale (for Munsif's sheristadars)	80—2—100
Lower division posts ...	35—35—40—2—60 (efficiency bar) 2—68—¾—80	Lower division posts ...	35—35—40—2—60 (efficiency bar) 2—68—¾—80.
Treasurers	150—5—200 125—5—175	.....	

Our general recommendation is that an officer's past service should be allowed to count in accordance with our ordinary proposals on the new scale but the efficiency bar should be strictly applied and in the case of the upper division the immediate increase should be limited to 50 per cent. of the previous pay.

In the case of officers stationed at Alipore (Sadar), Howrah (Sadar) and Sealdah, we recommend that the town allowance of 10 per cent. on salary should be given. The proposals involve an additional cost of 15⅔ lakhs in round figures which gives an increase of between 64 and 68 per cent. in the lower division and 44 and 61 per cent. in the upper division. The increase is considerable, but we do not consider that any cheaper proposals would be adequate.

Judicial Side—Upper Division.

Designation.	Present Scale. East Bengal. No.	Pay.	Total cost.	West Bengal. No.	Pay.	Total cost.	Proposed Scale. No.	Pay.	Average.	Total cost.
1	2	3	4	5	6	7	8	9	10	11
		Rs.	Rs. A. P.		Rs.	Rs. A. P.		Rs.	Rs. A. P.	Rs. A. P.
Sheristadar	5	150—10—200	937 8 0	3	150—5—200	550 0 0				
	6	125—10—175	975 0 0	5	125—5—175	791 10 8	21	175—10—275	241 10 8	5,075 0 0
				2	100—5—150	266 10 8				
Nazir	5	150	750 0 0	3	150—5—200	550 0 0				
	6	125	750 0 0	5	125—5—175	791 10 8	21	175—5—225	208 5 4	4,375 0 0
				2	100—5—150	263 10 8				
Translator and Head Clerk	5	125	625 0 0	...	...	...				
	6	100	600 0 0				21	145—5—170	163 12 0	3,438 12 0
Translator	...	...	...	5	100	500 0 0				
				5	90	450 0 0				
Head Clerk	...	...	...	1	90	90 0 0				
				5	80	400 0 0				
				2	70	140 0 0				
Accountant	5	80	400 0 0	1	80	80 0 0				
	6	70	420 0 0	2	70	140 0 0				
				7	60	420 0 0	131*	80—4—140	115 0 0	15,065 0 0
Record-keeper	5	70	350 0 0	1	80	80 0 0				
	6	60	360 0 0	3	70	210 0 0				
				6	60	360 0 0				
Additional Judge's Sheristadar	6	70	420 0 0	3	70	210 0 0				
Sub-Judge's Sheristadar	25	70	1,750 0 0	8	70	560 0 0				
				11	60	660 0 0				
Munsif's Sheristadar	134	60	8,040 0 0	17	70	1,190 0 0				
				36	60	2,160 0 0	235	80—2—100	93 5 4	21,935 5 4
				48	50	2,400 0 0				
Small Cause Court Clerk	...	...	...	2	100	200 0 0	(a)			
				2	70	140 0 0				
Civil Court Amin	2	70	140 0 0	1	70	70 0 0	(b)			
Peshkar	11	60	660 0 0	...		...				
Sessions Clerk and Shorthand Writer ..	...	...	...	1	90	90 0 0	1	125	...	125 0 0
				1	60	60 0 0	9	90	...	810 0 0
Shorthand Writers	5	60	300 0 0	3	60	180 0 0	...	...	...	...
				1	50	50 0 0	1	75	...	75 0 0
Total ...	238		17,477 8 0	192		14,056 10 8	...		...	...
Total for the whole Province ...	...		...	430		31,534 2 8	440		...	50,897 1 4

* Includes posts marked (a) and (b) and 10 new posts on account of the transfer of Judge's peshkars from the Lower to the Upper Division in West Bengal.

	Rs. A. P.
Excess over present cost per mensem ...	19,362 14 8
" " " " " annum ...	2,32,355 0 0

Judicial Side—Lower Division.

Designation.	Present Scale. East Bengal. No.	Pay.	Total cost.	West Bengal. No.	Pay.	Total cost.	Total No.	Total cost.	Proposed Scale. No.	Pay.	Average.	Total cost.
1	2	3	4	5	6	7	8	9	10	11	12	13
		Rs.	Rs.		Rs.	Rs. A.		Rs. A.		Rs.	Rs. A.	Rs. A.
Clerks	127	50	6,350	47	50	2,350 0	174	8,700 0				
Do.	...	...	...	91	45	4,095 0	91	4,095 0				
Do.	323	40	12,920	135	40	5,400 0	458	18,320 0				
Do.	...	...	...	172	35	6,020 0	172	6,020 0	*2,269	35—35—40—2—68—$\frac{3}{2}$—80 (a)	54 8	1,23,660 8
Do.	698	30	20,940	196	30	5,880 0	894	26,820 0				
Do.	...	...	...	245	25	6,125 0	245	6,125 0				
Probationers ...	138	15	2,070	107	10	1,070 0	245	3,140 0				
Total ...	*1,286		42,280	993		30,940 0	2,279	73,220 0				

* Includes 7 Civil Court amins on Rs. 50.
(a) Efficiency bar at Rs. 60. Probationary rate of Rs. 35.

	Rs. A.
Excess over the present cost per mensem	50,440 8
" " " " " annum	6,05,266 0

Executive Side—Upper Division.

Designation.	Present Scale. East Bengal. No.	Pay.	Total Cost.	West Bengal. No.	Pay.	Total Cost.	Proposed Scale. No.	Pay.	Average.	Total cost.
1	2	3	4	5	6	7	8	9	10	11
		Rs.	Rs. A. P.		Rs.	Rs. A. P.		Rs.	Rs. A. P.	Rs. A. P.
Superintendent or Sherista-dar.	15	175—10—225	3,187 8 0	2	300	400 0 0	27	200—15—275	256 4 0	6,918 12 0
	1	175	175 0 0	5	175	875 0 0				
				4	150	600 0 0				
Fouzdari Head Clerk or Head Assistant.	14	150	2,100 0 0	4	150	600 0 0	26	175—5—200	193 12 0	5,037 8 0
	1	125	125 0 0	4	125	500 0 0				
				3	100	300 0 0				
reasurer	3	125	375 0 0	2	125	250 0 0	5	150—5—200	183 5 4	916 10 8
	8	100	800 0 0	7	100	700 0 0	20			
	3	80	240 0 0	2	80	160 0 0		125—5—175	158 5 4	3,166 10 8
Carried over ...	...			...			...			

Designation.	Present Scale. East Bengal. No.	Pay.	Total Cost.	Present Scale. West Bengal. No.	Pay.	Total Cost.	Proposed Scale. No.	Pay.	Average.	Total cost.
1	2	3	4	5	6	7	8	9	10	11
		Rs.	Rs. A. P.		Rs.	Rs. A. P.		Rs.	Rs. A. P.	Rs. A. P.
Brought forward ...	...									
Accountant	4	125	500 0 0	3	125	375 0 0				
	8	100	800 0 0	6	100	600 0 0				
	4	80	320 0 0	2	80	160 0 0				
Revenue Head Clerk ...	14	100	1,400 0 0	...	...	...				
Second Clerk	1	80	80 0 0	4	80	320 0 0				
	1	70	70 0 0	4	70	280 0 0				
				3	60	180 0 0				
Record-keeper	1	100	100 0 0	3	100	300 0 0				
	10	80	800 0 0	4	80	320 0 0				
	4	70	280 0 0	4	70	280 0 0				
	1	60	60 0 0							
Fouzdari or Judicial Peshkar	10	80	800 0 0	7	80	560 0 0				
	3	70	210 0 0	4	60	240 0 0				
	1	60	60 0 0							
Revenue Peshkar	1	100	100 0 0	3	80	240 0 0				
	9	80	720 0 0	6	60	360 0 0				
	3	70	210 0 0							
Civil Court Peshkar ...	1	60	60 0 0	...		...				
Tauzi Navis	1	100	100 0 0	1	80	80 0 0				
	5	80	400 0 0	7	70	490 0 0	27* selection posts.	145—5—170	163 12 0	4,421 4 0
	11	70	770 0 0	3	60	180 0 0				
	1	60	60 0 0				245	80—4—140	115 0 0	28,290 0 0
Nazir	1	100	100 0 0	2	100	200 0 0				
	8	80	640 0 0	4	80	320 0 0				
	7	70	490 0 0	5	70	350 0 0				
Partition Clerk	1	80	80 0 0							
	2	70	140 0 0	...	...	...				
	1	60	60 0 0							
Excise Clerk	4	70	280 0 0	1	80	80 0 0				
				3	70	210 0 0				
Translator	1	100	100 0 0	...	...	...				
				5	100	500 0 0				
Subdivisional Head Clerk ...	25	100	2,500 0 0	11	80	880 0 0				
	4	80	320 0 0	12	70	840 0 0				
Sub-Treasurer	1	60	60 0 0	...	...	...				
Assistant Accountant ...	1	60	60 0 0	3	80	240 0 0				
				4	60	240 0 0				
Nizamat Head Clerk ...	...	...	...	1	70	70 0 0				
Cess Head Clerk	...	...	...	1	80	80 0 0				
Municipal Head Clerk ...	...	...	...	1	80	80 0 0				
Khasmahal Clerk	2	70	140 0 0	2	80	160 0 0				
	1	60	60 0 0							
Police Court Clerk	...	...	...	1	80	80 0 0				
Stenographers and confidential Assistant.	4	125—5—175	633 5 4	...	...	...	5	125—5—225	175 0 0	875 0 0
	1	100—5—150	133 5 4							
Total ...	203		20,699 2 8	153		13,680 0 0	...		...	49,625 13 4
Total for the whole Province	...		...	356		34,379 2 8	356		...	...

	Rs. A. P.
Extra cost per mensem	15,246 10 8
" " " annum	1,82,930 0 0

* One in each district.

Executive Side—Lower Division.

Designation.	Present Scale. East Bengal. No.	Pay.	Total cost.	West Bengal. No.	Pay.	Total cost.	Total No.	Total cost.	Proposed Scale. No.	Pay.	Average.	Total cost.
1	2	3	4	5	6	7	8	9	10	11	12	13
		Rs.	Rs.		Rs.	Rs.		Rs.		Rs.	Rs. A.	Rs. A.
Clerks	61	50	3,050	56	50	2,800	117	5,850				
Do.	101	45	4,545	89	45	4,005	190	8,550				
Do.	218	40	8,720	184	40	7,360	402	16,080				
Do.	293	35	10,255	191	35	6,685	484	16,940	2,187	(a) 35—35—40—2—68—3—80	54 8	1,19,191 8
Do.	349	30	10,470	213	30	6,390	562	16,860				
Do.	11	25	275	190	25	4,750	201	5,025				
Probationers ...	123	15	1,845	108	10	1,080	231	2,925				
Total ...	1,156	...	39,160	1,031	...	33,070	2,187	72,230				
Shorthand allowances.	1	40	40	7	40	280	8	320	8	60	...	480 0
GRAND TOTAL ...	...	...	...	...	...	...	...	72,550	...	...	...	1,19,671 8

(a) Efficiency bar at Rs. 60. Probationary rate of Rs. 35.

	Rs. A.
Extra cost per mensem	47,121 8
" " " annum	5,65,458 0

Non-clerical posts in the Land Acquisition establishment of the Collector of the 24-Parganas.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A.	Rs. A.
Surveyor	60	1	...	60	50—5—100	2	75 0	150 0
Do.	50	1	...	50				
Tracer	35	1	...	35	40—2—50	1	47 8	47 8
Total ...		3		145		3		197 8

	Rs. A.
Extra cost per mensem	52 8
" " " annum	630 0

Posts of excluded or special departments recommended for amalgamation with the District Cadre.

96. The salaries committees both of Western and Eastern Bengal treated some posts as excluded or special, partly because they were not common to all districts and partly because their cost was not met from general revenues in all cases and was not debitable to the special grants for the distribution of which they had been asked to make recommendations. But as in regard to many other matters neither the recommendations of the two committees nor the final decision thereon appear to have been the same. In West Bengal, the committee included in the category of excluded departments the establishments of the Excise, Embankment, Wards, Partition, Khas Mahal, Traffic Regulation and Registration departments. Though these recommendations with the exception of the two last, regarding which separate communications were addressed to the Government of India appear to have found favour at first with the local Government, it was finally decided at the

instance of the Government of India to amalgamate them with the general establishment with two exceptions on the ground that it was not advisable to retain a small number of men on isolated cadres and with no prospect of promotion. One exception was the Wards department, the posts of which are of a temporary character created from time to time as estates come under Government management; and the other was the Excise department which was merged a few years later in the general establishment. As regards the Registration and Traffic Regulation departments it was decided to continue the latter under improved conditions while the former was reorganized on a separate basis. We have dealt with these two departments separately. In Eastern Bengal, on the other hand, the posts excluded were those of the Settlement, Land Acquisition, Wards and Khas Mahal departments. In coming to this decision the Government of that province accepted the principle that, wherever possible, it was desirable to absorb such posts in the general cadres of district offices as they were recruited in the same way and with men of the same qualifications as clerks in the general line, but in their proposals they included only 24 clerks out of 268 in the district offices and the 12 clerks in Commissioner's offices in the permanent establishment.

97. We have had considerable difficulty in ascertaining the precise position in regard to these posts. From the replies of Collectors to our enquiry it appears that it has been the practice to fill up the excluded posts from the permanent staff of the office, the resulting vacancies being filled up by probationers or outsiders. The result has been that in some cases the establishments of excluded departments have in course of time come to be merged in the general establishment and have been shown as part of the general establishment in the returns submitted to us. In other cases, the posts have, in theory at any rate, been kept separate. We are doubtful therefore whether the figures shown in our statement are correct, but we desire to make it clear that we do not propose either a reduction or an increase in the actual number of such posts. With regard to all departments except the Khas Mahal department our statement includes all posts which have been reported to us to be excluded from the general establishment. With regard to the Khas Mahal department it includes all posts whose duties are clerical and which have been recommended for inclusion in the general establishment by the Board of Revenue in a recent communication to the Government in the Revenue Department.

We consider that there is no justification for keeping these posts separate. With a few exceptions they are undoubtedly recruited in the same way from the same classes and with men of the same qualifications as the posts of the general cadre and as we have stated already they are in practice treated as part of the general establishment. Our view is in consonance, we believe, with that of most Collectors and with the principle enunciated by the Government of India in 1908 and accepted by the Governments both of Western Bengal and of Eastern Bengal and Assam. We have accordingly proposed for these clerks the same rates of pay as for the Collector's ordinary establishment, those on Rs. 50 and less being put on the lower division scale of Rs. 35—35—40—2—68—$\frac{3}{2}$—80, while those above Rs. 50 have been placed on the upper division scale of Rs. 80—4—140. We recommend that these posts may be merged in the general cadres.

Collector of 24-Parganas.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Ward's Establishment—	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A.	Rs. A.
Head Clerk	45	1	...	45 0	35—35—40—2—68—$\frac{3}{2}$—80	2	54 8	109 0
Clerk	30	1	...	30 0				
Total ...		2		75 0		2		109 0

Collector of Murshidabad.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Ward's Establishment—	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A.	Rs. A.
Clerk	45	1	...	45 0	35—35—40—2—68—$\frac{3}{2}$—80	2	54 8	109 0
Do.	25	1	...	25 0				
Total ...	...	2		70 0		2		109 0

Collector of Khulna.

Syedpur Trust Establishment—	Rs.		Rs. A.	Rs. A.	Rs. A.		Rs. A.	Rs. A.
Head Clerk	50	1	...	50 0	35—35—40—2—68—$\frac{3}{2}$—80	2	54 8	109 0
Clerk	30	1	...	30 0				
Total ...		2		80 0		2		109 0

Collector of Hooghly.

Ward's Establishment—	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A.	Rs. A.
Clerk	30	1	...	30 0	35—35—40—2—68—$\frac{3}{2}$—80	1	54 8	54 8
Local Agent's Establishment—								
Clerk	45—1—50	1	48 12	48 12	35—35—40—2—68—$\frac{3}{2}$—80	1	54 8	54 8
Total ...		2		78 12		2		109 0

Collector of Dacca.

Ward's Establishment—	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A.	Rs. A.
Head Clerk	80	1	...	80 0	80—4—140	1	115 0	115 0
Clerk	45	1	...	45 0	35—35—40—2—68—$\frac{3}{2}$—80	2	54 8	109 0
Do.	40	1	...	40 0				
Total ...		3		165 0		3		224 0
Land Acquisition Establishment—								
Head Clerk	60	1	...	60 0	80—4—140	1	115 0	115 0
Clerk	40	1	...	40 0	35—35—40—2—68—$\frac{3}{2}$—80	2	54 8	109 0
Do.	30	1	...	30 0				
Total ...		3		130 0		3		224 0
Grand Total ...		6		295 0		6		448 0

Collector of Faridpur.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Khas Mahal—	Rs.		Rs.	Rs. A.	Rs.		Rs. A.	Rs. A.
Head Clerk	35	1	...	35 0	35—35—40—2—68—2—80	3	54 8	163 8
Head Muharrir	25	1	...	25 0				
Muharrir	20	1	...	20 0				
Total ...		3		80 0				

Collector of Bakarganj.

Khas Mahal Establishment—	Rs.		Rs.	Rs. A.	Rs.		Rs. A.	Rs. A.
Head Clerk	70	1	...	70 0	80—4—140	1	115 0	115 0
Clerks	35	2	...	70 0	35—35—40—2—68—2—80	4	54 8	218 0
Do.	30	2	...	60 0				
Total ...		5		200 0		5		333 0
Wards Establishment—								
Head Clerk	100	1	...	100 0	80—4—140	2	115 0	230 0
Clerk	60	1	...	60 0				
Do.	35	1	...	35 0	35—35—40—2—68—2—80	2	54 8	109 0
Do.	30	1	...	30 0				
Total ...		4		225 0		4		339 0
Colonization Establishment—								
Head Clerk	70	1	...	70 0	80—4—140	1	115 0	115 0
Clerk	40	1	...	40 0	35—35—40—2—68—2—80	1	54 8	54 8
Total ...		2		110 0		2		169 8
Grand Total ...		11		535 0		11		841 8

Collector of Mymensingh.

Wards Establishment—	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A.	Rs. A.
Head Clerk	60—2—70	1	67 8	67 8	80—4—140	1	115 0	115 0
Clerk	50	1	...	50 0	35—35—40—2—68—2—80	2	54 8	109 0
Do.	35—1—40	1	38 12	38 12				
		3		156 4		3		224 0

Collector of Rajshahi.

Partition Establishment—	Rs.		Rs. A. P.	Rs. A.	Rs.		Rs. A.	Rs. A.
Head Clerk	60	1	...	60 0	80—4—140	1	115 0	115 0
Clerk	40	1	...	40 0	35—35—40—2—68—2—80	1	54 8	54 8
		2		100 0		2		169 8
Khas Mahal Establishment—								
Muharrir	20	1	...	20 0	35—35—40—2—68—2—80	1	54 8	54 8
Grand Total		3		120 0		3		224 0

Collector of Pabna.

Present Scale.					Proposed Scale.			
Designation	Pay	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Khas Mahal Establishment—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A.
Peshkar	35	1	...	35 0 0	35—35—40—2—68—½—80	1	54 8 0	54 8

Collector of Bogra.

Khas Mahal Establishment—	Rs.		Rs.	Rs.	Rs.		Rs. A.	Rs. A.
Head Clerk	35	1	...	35	35—35—40—2—68—½—80	2	54 8	109 0
Jamanavis	30	1	...	30				
Total ...		2		65				

Collector of Dinajpur.

Ward's Establishment—	Rs.		Rs.	Rs.	Rs.		Rs. A.	Rs. A.
Head Clerk	60	1	...	60	80—4—140	1	115 0	115 0
Clerk	30	1	...	30	35—35—40—2—68—½—80	1	54 8	54 8
Total ...		2		90		2		169 8

Collector of Rangpur.

Ward's Establishment—	Rs.		Rs.	Rs.	Rs.		Rs. A.	Rs. A.
Clerk	30	1	...	30	35—35—40—2—68—½—80	1	54 8	54 8

Deputy Commissioner of Jalpaiguri.

Khas Mahal Establishment—	Rs.		Rs.	Rs.	Rs.		Rs. A.	Rs. A.
Assistant Tahsildar	60	1	...	60	80—4—140	1	115 0	115 0
Naib Tahsildar	50	1	...	50	35—35—40—2—68—½—80	19	54 8	1,035 8
Peshkar	50	1	...	50				
Do.	45	2	...	90				
Accountant	40	1	...	40				
Peshkar	40	1	...	40				
Muharrirs	35	3	...	105				
Accountant	35	1	...	35				
Muharrirs	30	9	..	270				
Total ...		20		740		20		1,150 8

Collector of Comilla.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A.	Rs. A.
Ward's Establishment—								
Head Clerk	70	1	...	70	80—4—140	1	115 0	115 0
Clerk	35	1	...	35	35—35—40—2—68—½—80	1	54 8	54 8
Total ..		2		105		2		163 8
Khas Mahal Establishment:—								
Head Clerk	50	1	...	50	35—35—40—2—68—½—80	2	54 8	109 0
Clerk	40	1	...	40				
Total ...		2		90				
Grand Total ...		4		195		4		278 8

Collector of Chittagong.

Ward's Establishment—	Rs.		Rs.	Rs.	Rs.		Rs. A.	Rs. A.
Head Clerk	50	1	...	50	35—35—40—2—68—½—80.	3	54 8	163 8
Clerk	35	1	...	35				
Do.	30	1	...	30				
Total ...		3		115				
Land Acquisition Establishment—								
Head Clerk	45	1	...	45	35 - 35—40—2—68—½—80.	2	54 8	109 0
Clerk	40	1	...	40				
Total ...		2		85				
Grand Total ...		5		200		5		272 8

Collector of Noakhali.

Ward's Establishment—	Rs.		Rs.	Rs.	Rs.		Rs. A.	Rs. A
Clerk	25	1	...	25	35—35—40—2—68—½—80.	1	54 8	54 8
Khas Mahal Establishment—								
Clerk	40	1	...	40	35—35—40—2—68—½—80.	5	54 8	272 8
Do.	35	1	...	35				
Do.	30	3	...	90				
Total ...		5		165				
Grand Total ...		6		190		6		327 0
Total for the Province ...		75		3,035		75		4,753

	Rs.
Extra cost per mensem ...	1,718
,, ,, ,, annum ...	20,616

The Collecting, Survey and Miscellaneous Staff of the Khas Mahal Department.

98. In connection with our proposals regarding posts of excluded departments we have referred to the recent communication of the Board of Revenue to Government with which two statements have been submitted, one consisting of posts whose duties are mainly clerical, which have been recommended for inclusion in the general cadre, and another consisting of non-clerical posts usually recruited from men of an inferior qualification, which have been recommended for separate treatment. We have separately proposed the same scales of pay for posts contained in the first statement as for district establishments. Here we deal with the posts shown in the second statement, the collecting and survey staff, who perform a variety of collecting, recording, surveying and investigating duties.

These posts are paid at varying rates. In some districts the pay is as low as Rs. 20; in others it has recently been raised to Rs. 30. There are again tahsildars who are paid partly by fixed salaries and partly by commission, while there are patwaris and tahsildars who are paid by commission alone. With this last class, as well as the sub-managers and sub-overseers in Midnapore and the sadar kanungo at Darjeeling, we do not propose to deal. For the rest, following the principle of uniformity, which we have introduced wherever possible, we propose, after consultation with the Hon'ble Member of the Board of Revenue, a scale of Rs. 35—1—55 with an efficiency bar at Rs. 45 for all except three posts in Bakarganj and ten posts in Chittagong on Rs. 40 each, which should be placed on Rs. 55—2—65. Rupees 35 should be considered the probationary rate. In proposing these rates we have taken into consideration the fact that the men recruited are ordinarily non-matriculates. In Darjeeling, Siliguri and the Duars, the ordinary local allowances should be paid. For the muharrirs who help tahsildars in Tippera, we consider that the scale of Rs. 25—½—35 should be sufficient. For the three tahsildars at Midnapore who are paid partly by fees and partly by commission, we have proposed fixed rates of Rs. 15 and Rs. 20 in addition to the commission they now receive.

The proposals are undoubtedly expensive, and it is likely that the increase in the cost of the collecting and surveying staff will exceed the amount available for management under existing rules. On the other hand, the question will arise whether at the increased cost it will be worth while for Government to retain under khas management many of the petty and scattered estates for which tahsildars on low pay are now employed. We suggest that such cases should be separately considered by the Board of Revenue and decided on their merits. But we consider it imperative to pay these men a salary which will enable them to live honestly, and if it is necessary to amend the present rules for the purpose, we would recommend that it should be undertaken. Pending such amendment the extra cost should, we consider, be met from the allotment for the revision of the pay of ministerial officers.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A.	Rs. A.
24-Parganas—								
Tahsildar	20—2—10	1	33 5 4	33 5 4				
Ditto	30	2	...	60 0 0				
Ditto	20—½—30	8	25 0 0	200 0 0	35—1—55	12	45 0	585
Ditto	25	1	...	25 0 0				
Naib	28	1	...	28 0 0				
Sarkar	15	1	...	15 0 0	20—½—30	1	25 0	25 0
Surveyor	50	1	...	50 0 0	50—[illegible]—100	1	75 0	75 0
Total ...		15		411 5 4		15		685 0

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A.	Rs. A.
Midnapore—(a)								
Tahsildar	10	1	...	10 0 0	15	1	..	15 0
Ditto	14	1	...	14 0 0	20	1	...	20 0
Ditto	6	1	...	6 0 0	15	1	...	15 0
Total ...		3		30 0 0		3		50 0
Faridpur—								
Amins	20	2	...	40 0 0	35—1—55	17	45 0	765 0
Tahsildars	25	3	...	75 0 0				
Ditto	20	12	...	240 0 0				
Total ...		17		355 0 0				
Bariset—								
Clerks	40	3	...	120 0 0	55—2—65	3	62 8	187 8
Do.	35	3	...	105 0 0	35—1—55	18	45 0	810 0
Do.	30	7	...	210 0 0				
Do.	25	[illegible]	...	200 0 0				
Total ...		21		635 0 0		21		997 8
Pabna—								
Collection Muharrirs	20	3	...	60 0 0	35—1—55	3	45 0	135 0
Bogra—								
Kanungo*	35	1	...	35 0 0	35—1—55	1	4 0	45 0
Julpaiguri—								
Amin Peshkars	35	3	...	105 0 0	35—1—55	3	45 0	135 0
Darjeeling—								
Amin	45	1	...	45 0 0	35—1—55	6	45 0	270 0
Do.	40	1	...	40 0 0				
Do.	30	3	...	90 0 0				
Road Inspector	30	1	...	30 0 0				
Total ...		6		205 0 0		6		270 0
Hooghly—								
Tahsildar	35	1	...	35 0 0	35—1—55	4	45 0	180 0
Ditto	25	3	...	75 0 0				
Total ...		4		110 0 0				
Howrah—(b)								
Tahsildar	25	1	...	25 0 0	35—1—55	1	45 0	4

(a) These men get commission in addition to pay.
(b) Temporary for one year.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A.	Rs. A.
Nadia—								
Tahsildars	30	2	...	60 0 0	35—1—55	2	45 0	90 0
Murshidabad—								
Tahsildar	25	1	...	25 0 0	35—1—55	5	45 0	225 0
Ditto	20	4	...	80 0 0				
Total ...		5		105 0 0				
Khulna—								
Tahsildar	35	1	...	35 0 0	35—1—55	1	45 0	45 0
Dacca—								
Tahsildar	35	1	...	35 0 0	35—1—55	6	45 0	270 0
Ditto	30	5	...	150 0 0				
Total ...		6		185 0 0				
Mymensingh—								
Tahsildars	30	3	...	90 0 0	35—1—55	3	45 0	135 0
Chittagong—								
Tahsil Muharrirs	40	10	...	400 0 0	55—2—65	10	62 8	625 0
Ditto	35	17	...	595 0 0	35—1—55	50	45 0	2,250 0
Ditto	30	33	...	990 0 0				
Total ...		60		1,985 0 0		60		2,875 0
Tippera—								
Tahsildar	40	2	...	80 0 0	35—1—55	6	45 0	270 0
Ditto	35	1	...	35 0 0				
Ditto	30	3	...	90 0 0				
Tahsil Muharrirs	20	3	...	60 0 0	25—½—35	3	30 0	90 0
Total ...		9		265 0 0		9		360 0
Noakhali—								
Sub-Tahsildars	35—1—50	8	43 12 0	350 0 0	35—1—55	8	45 0	360 0
Malda—								
Tahsildars	40	1	...	40 0 0	35—1—55	1	45 0	45 0
Total for the whole province		169		5,086 5 4		169		7,712 8

	Rs. A. P.
Extra cost per mensem	2,626 2 8

Offices under the Public Health Department.

99. The clerks of the Assistant Directors have as a rule to be experienced men. Various rates are now paid. We have introduced a uniform scale of Rs. 60—2—80 for these clerks, and a lower scale of Rs. 35—35—40—$\frac{2}{3}$—60 for a junior clerk where one is employed. Ministerial officers employed in Calcutta should be allowed to draw the town allowance.

Assistant Director of Public Health, Malaria Research Branch.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Clerk	50	1	...	50	(a)60—2—80	1	73 5 4	73 5 4
Do.	40	1	...	40	35—35—40—$\frac{2}{3}$—60	1	46 10 8	46 10 8
Total ...		2		90		2		120 0 0

Assistant Director of Public Health, Burdwan Circle.

	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Clerk	50	1	...	50	60—2—80	1	73 5 4	73 5 4

Assistant Director of Public Health, Dacca Circle.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Clerk	40—1—50	1	46 10 8	46 10 8	60—2—80	1	73 5 4	73 5 4

Assistant Director of Public Health Rajshahi Circle.

	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Clerk	40—2—50	1	47 8	47 8	60—2—80	1	73 5 4	73 5 4

Assistant Director of Public Health, Presidency Circle.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk	50	1	...	50 0 0	60—2—80	1	73 5 4	73 5 4
Clerk	30	1	...	30 0 0	(a)35—35—40—$\frac{2}{3}$—60	2	46 10 8	93 5 4
Animal Vaccine Depôt.								
Despatch Clerk	30—3—50	1	43 5 4	43 5 4				
Total ...		3		123 5 4		3		166 10 8

(a) Efficiency bar at Rs. 50. Probationary rate of Rs. 35.

Sanitary Laboratory.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Clerk	30	1	...	30 0	(a)35—35—40—$\frac{3}{2}$—60	1	46 10 8	46 10 8
Grand Total ...	...	9	...	387 8	...	9	...	553 5 4

Rs. A. P.

Extra cost per mensem 165 13 4
" " " annum 1,990 0 0

(a) Efficiency bar at Rs. 50. Probationary rate of Rs. 35.

Offices of Civil Surgeons and Establishments of the Dacca Medical Institutions.

100. Civil Surgeons' offices are at present divided into three groups according to the importance of districts. The offices are small, group I districts having three clerks and the other groups two clerks each. The last revision of pay took place in 1919, but further revision is necessary.

As in the case of offices of District Officers and District Judges we propose the abolition of the distinction between these offices. The Surgeon-General agrees in this view and we accordingly propose the scales of Rs. 60—4—80 and Rs. 35—35—40—$\frac{3}{2}$—60 with a probationary rate of Rs. 35 and an efficiency bar at Rs. 50, respectively, for head clerks and other clerks. The standard percentages on the basis of the pay before the revision of 1919 have been exceeded, but we do not consider that a lower rate of pay would be adequate.

For the head clerks of both the Dacca Medical School and Mitford Hospital we propose the same scale as for the head clerks of the Civil Surgeons' offices, the diet clerk of the Mitford Hospital and the two other clerks of the school going on to the ordinary scale of Rs. 35—35—40—$\frac{3}{2}$—60. For the store clerk who is not required to be a man of the same type, we propose Rs. 30—1—45.

Civil Surgeons' Offices.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Clerks	50—2—70	6	63 5 4	380 0 0	60—4—80	28	75 0 0	2,100 0 0
Do.	40—2—60	9	53 5 4	480 0 0				
Do.	40—2—50	13	47 8 0	617 8 0				
Do.	35—2—45	6	42 8 0	255 0 0	*35—35—40—$\frac{3}{2}$—60	35	46 10 8	1,633 4
Do.	30—1—35	22	33 12 0	742 8 0				
Do.	30	5	...	150 0 0				
Probationers	15	2	...	30 0 0				
Total ...		63		2,555 0 0		63		3,733

Rs. A. P.

Extra cost per mensem ... 1,078 5 4
" " " annum ... 12,940 0 0

* Efficiency bar at Rs. 50. Probationary rate of Rs.

Dacca Medical School.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Clerk	40—2—60	1	53 5 4	53 5 4	60—4—80	1	75 0 0	75 0 0
Do.	30—1—40	1	36 10 8	36 10 8	*25—35—40—½—60	2	46 10 8	93 5 4
Do.	30	1	...	30 0 0				
Total ...		3		120 0 0		3		168 5 4

Rs. A. P.
Extra cost per mensem 48 5 4
,, ,, ,, annum 580 0 0

* Efficiency bar at Rs. 50. Probationary rate of Rs. 35.

Mitford Hospital, Dacca.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk and Accountant	35—1—50	1	43 12 0	43 12 0	60—4—80	1	75 0 0	75 0 0
Diet clerk	30—1—45	1	38 12 0	38 12 0	*35—35—40—½—60	1	46 10 8	46 10 8
Store clerk	20—1—30	1	26 10 8	26 10 8	30—1—45	1	38 12 0	38 12 0
Total ...		3		109 2 8		3		160 6 8

Rs. A. P.
Extra cost per mensem 51 4 0
,, ,, ,, annum 615 0 0

* Efficiency bar at Rs. 50. Probationary rate of Rs. 35.

Clerks in the Jail Department.

101. Approximately the usual percentages of increase have been applied to the posts of the clerks in the Jail Department, except in the case of the clerks in the Quinine Industry Establishment of the Juvenile Jail, which was dealt with in 1918, and in the case of the clerks in subsidiary jails. Only a partial increase has been allowed in the former case. In the case of the latter we consider that the pay requires more substantial revision and we have therefore proposed a scale of Rs. 30—1—50. In the Jail depôt the establishment is allowed a commission on sales at varying rates. We have therefore allowed a scale of Rs. 30—30—35—½—55 for the clerks.

Jail Depot, Calcutta.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Salesman	75	1	...	75	100	1	...	100 0 0
Clerk	30	1	...	30	*30—30—35—½—55	2	41 10 8	83 5 4
Do.	20	1	...	20				
Sarkar	15	1	...	15	25—½—35	1	29 2 8	29 2 8
Total ...		4		140		4		212 8 0

Rs. A.
Extra cost per mensem 72 8
,, ,, annum 870 0

* Efficiency bar at Rs. 45. Probationary rate of Rs. 30.

Central Jails.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Accountant	30	1	...	30 0 0	100—5—125	1	118 12 0	118 12 0
Do.	50—1—60	2	56 10 8	113 5 4	75—$\frac{3}{4}$—90	3	85 0 0	255 0 0
Assistant Accountant	50—1—60	1	56 10 8	56 10 8				
Store-keeper	30—2—50	1	43 5 4	43 5 4	45—3—75	5	65 0 0	325 0 0
Task-takers	30—2—30	4	43 5 4	173 5 4				
Factory Overseers	60—2—90	4	77 8 0	310 0 0	90—2—110—3—125	4	110 6 8	441 10 8
Draftsman	40	1	...	40 0 0	50—2—70	1	63 5 4	63 5 4
Total ...		14		816—10—8		14		1,203 12 0

	Rs. A. P.
Extra cost per mensem	387 1 4
,, ,, ,, annum	4,645 0 0

Subsidiary Jails.

	Rs.		Rs.	Rs.	Rs.		Rs.	Rs.
Part-time clerks	12	28	...	[illegible]	18	28	...	504
Full-time ,, ...	20	28	...	560	*30—1—50	28	40	1,120
Total ...		56		896		56		1,624

	Rs.
Extra cost per mensem	728
,, ,, ,, annum	8,736

* Efficiency bar at Rs. 40. Probationary rate of Rs. 30.

Juvenile Jail—Cinchona establishment.

	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk	40—2—50	1	47 8	47 8	65—2—75	1	72 8 0	72 8 0
Clerk	30	1	...	30 0	*40—40—45—$\frac{3}{4}$—65	1	51 10 8	51 10 8
Total ...		2		77 8		2		124 2 8

	Rs. A. P.
Extra cost per mensem	46 10 8
,, ,, ,, annum	560 0 0

* Efficiency bar at Rs. 55. Probationary rate of Rs. 49.

Juvenile Jail—Quinine Industry Department.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A.	Rs. A.
Head Clerk	80—4—100	1	95 0 0	95 0 0	100—5—125	1	118 12	118 12
Clerk	50—1—60	1	56 10 8	56 10 8	60—$\frac{3}{4}$—75	1	70 0	70 0
Quinine Supervisor	50	1	...	50 0 0	75	1	...	75 0
Do. Overseer	35	1	...	35 0 0	55	1	...	55 0
Total ...		4		236 10 8		4		318 1

	Rs. A. P.
Extra cost per mensem	82 1 4
,, ,, ,, annum	985 0 0

Port Office and attached offices at Chittagong.

102. It is reported that no revision of pay has been effected since the creation of the clerical establishment of the Port and Shipping offices and the office of the Engineer and Ship-Surveyor. We have, therefore, allowed the full percentage increase in all these cases.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Port Officer's clerk	80—4—120	1	106 10 8	106 10 8	110—5—160	1	143 5 4	143 5 4
Shipping Master's clerk	30—2—50	1	43 5 4	43 5 4	60—1—80	2	75 0 0	150 0 0
Engineer and Ship-Surveyor's clerk ...	40—4—80	1	55 0 0	55 0 0				
Engineer and Ship-Surveyor's clerk and typist. *	30	1	...	30 0 0	* 35—35—40 —½—60	1	46 10 8	46 10 8
Total ...	...	4		235 0 0		4		340 0 0

	Rs.
Extra cost per mensem	105
" " " annum	1,260

* Efficiency bar at Rs. 50. Probationary rate of Rs. 35.

The Central Lunatic Asylum, Berhampore.

103. The pay of the two clerks was raised in 1918 from Rs. 50 and Rs. 40 respectively to the present pay of Rs. 50—2—80 and Rs. 40—2—60, the personal allowances they drew being merged in the new pay. In view of this only a partial increase is justified and we have proposed accordingly to change the pay to Rs. 50—½—100 and Rs. 40—½—80 only.

The post of clerk to the lunatic observation ward, Bhowanipur, appears to be temporary and as such does not come within the scope of our report.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Clerk	50—2—80	1	67 8 0	67 8 0	50—½—100	1	75 0 0	75 0 0
Do.	40—2—60	1	53 5 4	53 5 4	40—½—80	1	6 10 8	62 10 8
Total ...		2		120 13 4		2		137 10 8

	Rs. A. P.
Extra cost per mensem	16 13 4
" " " annum	202 0 0

Establishment of the Political Agent, Tipperah.

104. The establishment consists of two clerks whose pay appears to have been fixed long ago. We propose for the post on Rs. 75—$\frac{5}{2}$—100 a scale of Rs. 100—4—140 and for the post on Rs. 30—1—40, the district office lower division scale of Rs. 35—35—40—2—68—$\frac{3}{2}$—80.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Clerk	75—$\frac{5}{2}$—100	1	91 10 8	91 10 8	100—4—140	1	126 10 8	126 10 8
Do.	30—1—40	1	36 10 8	36 10 8	*35—35—40—2—68—$\frac{3}{2}$—80	1	54 6 0	54 6 0
Total ...		2		128 5 4		2		181 2 8

* Efficiency bar at Rs. 60. Probationary rate of Rs. 35.

	Rs. A. P.
Extra cost per mensem	52 13 4
,, ,, ,, annum	634 0 0

Special Agents for the collection of political intelligence at Ghoom and Teesta.

105. Both the posts are on Rs. 50—2—70. The pay of the post at Ghoom was Rs. 50 until 1906 when it was raised to Rs. 50—2—70. The post at Teesta was created in 1917 on its present pay. For both the posts we propose a scale of Rs. 80—2—100.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Special Agent at Teesta	50—2—70	1	63 5 4	63 5 4	80—2—100	1	93 5 4	93 5 4
Ditto at Ghoom	50—2—70	1	63 5 4	63 5 4	80—2—100	1	93 5 4	93 5 4
Total ...		2		126 10 8		2		186 10 8

	Rs.
Extra cost per mensem	60
,, ,, ,, annum	720

Traffic Registration Establishment.

106. We propose to put the two clerks on Rs. 50 and Rs. 25—5—50 in Darjeeling on Rs. 75 and Rs. 40—5—75, respectively. For the two other posts on Rs. 25 and Rs. 20 in Jalpaiguri, which are sanctioned annually for five and six

months, we propose Rs. 35 and Rs. 30, respectively. For the remaining clerks on pay varying from Rs. 15 to Rs. 30, we recommend a time-scale of Rs. 30—½—40—1—45.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Clerks in Howrah	25	5	...	125 0 0	30—½—40—1—45	15	33 4 0	543 12 0
Ditto	20	5	...	100 0 0				
Ditto	15	5	...	75 0 0				
Total ...		15		300 0 0				
Clerks in the 24-Parganas	30	4	...	120 0 0	30—½—40—1—45	33	36 4 0	1,196 4 0
Ditto	25	7	...	175 0 0				
Ditto	20	11	...	220 0 0				
Ditto	15	11	...	165 0 0				
Total ...		33		680 0 0				
Clerk in Jalpaiguri	25	(a) 1	...	25 0 0	35	(a) 1	...	35 0 0
Ditto	20	(b) 1	...	20 0 0	30	(b) 1	...	30 0 0
Ditto	20	2	...	40 0 0	30—½—40—1—45	2	36 4 0	72 8 0
Total ...		4		(c) 60 6 8		4		(c) 102 1 4
Muharrir in Darjeeling	50	1		50 0 0	75	1	...	75 0 0
Ditto	25—5—50	1	43 12 0	43 12 0	40—5—75	1	65 1 4	65 1 4
Ditto	30	1	...	30 0 0	30—½—40—1—45	6	36 4 0	217 8 0
Ditto	20	5	...	100 0 0				
Total ...		8		223 12 0		8		357 9 4
Clerk in Mymensingh	30	1	...	30 0 0	30—½—40—1—45	1	36 4 0	36 4 0
Grand Total ...		61		1,294 2 8		61		2,235 14 8

(a) Sanctioned for five months a year.
(b) Sanctioned for six months a year.
(c) Average monthly cost.

	Rs. A.
Extra cost per mensem	941 12
" " " annum	11,301 0

Establishment of the Orphangunge and Cattle Markets, Kidderpore.

107. The establishment is paid from the Orphangunge market budget. The clerk in the Orphangunge market is not apparently required to have the same qualifications as the clerk in a district office. We, therefore, propose a scale of Rs. 35—35—40—⅔—60 for the clerk and Rs. 35—½—45 for the muharrir. For the sarkar we propose Rs. 20—⅔—30.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Clerk	30	1	...	30	*35—35—40—⅔—60	1	46 10 8	46 10 8
Muharrir	25	1	...	25	35—½—45	1	40 0 0	40 0 0
Sarkars	15	2	...	30	20—⅔—30	2	24 2 8	48 5 4
Total ...		4		85		4		135 0 0

* With efficiency bar at Rs. 50 and probationary rate of Rs. 35.

	Rs. A.
Extra cost per mensem	50 0
" " " annum	600 0

Registration Offices.

Headquarters Office.

108. A scheme for the improvement of the rates of pay of ministerial officers in the Registration Department was formulated during the war and introduced after some delay, partially in the year 1919 and with full effect in 1920. The following statement compares the previous and present rates :—

Class of officer.	Previous rates.	Present rates.	
	Rs.		Rs.
Head-clerk ...	30, 35, 40 ...	1st class districts	50—2—60
		2nd „ „	40—2—50
Record-keeper ...	20, 30 ...	1st „ „	45
		2nd „ „	40
Clerk ...	20, 25, 30 ...	1st „ „	30—35—40
		2nd „ „	30—35
Muharrirs ...	15 ...		25

The increase in pay was substantial and, though it was not specifically designed to meet the rise in the cost of living, it did so to a great extent. The lowest pay is, however, below what we consider should be the minimum pay of men of this type, and it is necessary now to raise the minimum and to revise the pay generally in accordance with the lines which have been adopted for similar offices. We, therefore, propose a scale of Rs. 60—4—80 for head clerks and a scale of Rs. 40—$\frac{3}{2}$—60 for all other clerks with an efficiency bar at Rs. 50 for all classes of districts. The pay of muharrirs, we consider, should be similarly increased from Rs. 25 to the average pay of Rs. 35 by a time-scale of Rs. 30—$\frac{1}{2}$—40 (biennial increment of Rs. 1 only) with an efficiency bar at Rs. 35. We have placed the apprentices in these offices on the same scale of Rs. 30—$\frac{1}{2}$—40. This accounts for the omission of the probationary period from the scale of Rs. 40—$\frac{3}{2}$—60.

There are a few clerks and muharrirs in headquarters joint offices drawing Rs. 30 and Rs. 25 a month. These clerks and muharrirs can be placed on the above time-scales.

Rural Offices.

109. The result of the re-organization scheme in rural offices was merely to raise the pay of the clerks and muharrirs who are extensively employed in them from Rs. 20 and Rs. 15 to Rs. 25 and Rs. 20, respectively. This was not a very substantial increase, and a considerable advance is now required. It has been suggested that the clerks should be placed on the scale recommended for headquarters offices. Whilst we do not think that we should be justified in recommending such a large increase, we consider that the average pay of the clerks should be raised to at least Rs. 40 a month by a time-scale of Rs. 35—$\frac{1}{2}$—45 with an efficiency bar at Rs. 40. This gives an initial minimum pay less than that recommended for the ordinary clerk, but is justified by the previous practice at least in Eastern Bengal, the routine nature of the work and the location of these offices at places other than headquarters.

The average pay of the muharrirs should similarly be increased from Rs. 20 to Rs. 30 by a time-scale of Rs. 25—$\frac{1}{2}$—35 with an efficiency bar at Rs. 30. In making these proposals we have applied a larger percentage of increase than the standard percentages to the rate prevailing before the recent re-organization, and a percentage of increase on those rates of 100 per cent. has been adopted. The former rates were, however, exceptionally low,

and we do not consider that lower rates than those recommended would be suitable in view of the corruption which is said to be prevalent in these offices.

Registration Offices (headquarters and headquarters joint).

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Head-clerks	50—2—60	9	57 8	517 8	60—4—80	25	75 0 0	1,875 0 0
Ditto	40—2—50	16	47 8	760 0				
Record-keepers	45	9	...	405 0	(a)40—½—60	102	50 0 0	5,100 0 0
Ditto	40	16	...	640 0				
Other clerks	40	10	...	400 0				
Ditto	35	25	...	875 0				
Ditto	30	28	...	840 0				
Clerks (joint offices)	30	14	...	420 0				
Muharrirs	25	69	...	1,725 0	(b)30—½—40	190	35 0 0	6,650 0 0
Do. (joint offices)	25	26	...	650 0				
Apprentices	10	95	...	950 0				
Total ...		317		8,182 8		317		13,625 0 0

	Rs. A.
Extra cost per mensem	5,442 [illegible]
,, ,, ,, annum	65,310 [illegible]

(a) Efficiency bar at Rs. 50.
(b) Ditto at Rs. 35

Registration Offices (Rural).

	Rs.		Rs.	Rs.	Rs.		Rs.	Rs.
Clerks	25	358	...	8,950	(a) 35—½—45	358	40	14,320
Muharrirs	20	587	...	11,740	(b) 25—½—35	587	30	17,610
Total ...		945		20,690		945		31,930

	Rs.
Extra cost per mensem	11,240
,, ,, ,, annum	1,34,880

(a) Efficiency bar at Rs. 40.
(b) Ditto, at Rs. 30.

CHAPTER III.

MENIALS.

110. **Revisions of 1918 and 1920.**—Prior to 1918 the bulk of the menials of the province were paid at the rate of Rs. 6 or 7 per month. In some cases a rate as high as Rs. 12 was allowed, but there were also men on a salary so low as Rs. 5. In 1918 pending the final decision on the proposals of the Government of Bengal for a revision of pay, a partial revision was sanctioned to relieve the situation occasioned by conditions arising out of the war. Menials were broadly divided into two main classes, viz., those whose pay was drawn on establishment bills and those paid from contingencies. The former were further subdivided into the following three groups:—

(*a*) Process serving peons.
(*b*) Orderly peons, office peons, etc.
(*c*) Those who were allied to contingency menials in respect of work and status.

The districts in the Presidency were also classified into three groups of expensive, moderate and cheap districts. The first or A group comprised Calcutta, Howrah Sadar, Alipore Sadar and Darjeeling, the last or C group, Bankura, Birbhum and Midnapore while the B Group contained the rest. The rates of pay for different classes of menials varied according to the group in which the district concerned was included. The rates sanctioned were as follows:—

Establishment menials.

	A districts.	B districts.	C districts.
	Rs.	Rs.	Rs.
(*a*) Process-servers ... (*b*) Orderly and office peons, etc. ...	10, 11, 12	9, 10, 11	8, 9, 10
	(Increase of Re. 1 in the 6th and 16th year.)		
	Rs.	Rs.	Rs.
(*c*) Those allied to contingency menials ...	9	9	8
	(Minimum rates)		

Contingency menials.

	Rs.		
A districts	8	(Minimum rates.)	
B „			
C „	7		

In 1920 the full scheme of the Government of Bengal with some modifications was given effect to resulting in a further increase of pay. The pay is shown in detail in the statements that follow. Briefly the rates were as follows:—

Establishment menials.

	A districts.	B districts.	C districts.
	Rs.	Rs.	Rs.
(*a*) Process-servers ...	13, 14, 15	13, 14, 15	12, 13, 14
(*b*) Other establishment menials ...	11, 12, 13	10, 11, 12	9, 10, 11

Contingency menials.

	Rs.		
A districts	9	(Minimum rates.)	
B „			
C „	8		

These rates were intended to merge grain compensation allowances, but the scheme only took into account the range of prices existing in the year 1916. It was therefore provided that grain compensation would be allowed when the price of common rice rose above Rs. 5 per maund, the average rate of that year. Since 1919, however, the average rate has been considerably above this, and grain compensation has therefore continued to be drawn so that the practical minima are Re. 1 above the rates shown. The scheme included all menials drawing pay up to Rs. 12 except excise peons and the High Court menials. For those drawing more than Rs. 12 a war allowance at varying

rates was sanctioned in June 1919. The total increase owing to the revision including the war allowance amounted to more than 10 lakhs.

111. **Need for further revision.**—Conditions, however, have changed so rapidly that the present pay is still inadequate. Not only have prices risen still further but, as the Postal Committee have pointed out, the market value of unskilled labour has increased at a greater rate than prices. They ascribe this to the difference in the standard of what constitutes a reasonable wage caused by the liberal pay offered to unskilled labour during the war, to the large demand for labour caused by the industrial development of the country and finally, to the aspirations of the working classes to a higher standard of living. Although these factors have not operated in respect of all classes of labour in Bengal they must be taken into account in considering what wages shall be allowed under modern conditions. Further, as a result of the strain which modern conditions have put on the purses of all classes of people and of the growth of education, it may be hazarded that the perquisites upon which menials in the old days steadily counted are growing less common. In view of all these circumstances we are compelled to recommend a further large increase.

The recommendations of the Postal Committee have to a great extent determined the standard for the rates payable to menials in Bengal. Our proposals are, therefore, largely based on these recommendations.

112. **Classification of districts into groups.**—We were at first averse to the maintenance of the present grouping of districts into three classes and had intended to suggest a classification into two groups only. But the evidence is so strong that rates in Bankura, Birbhum and Midnapore, which form the existing C group, are lower than those in other districts which are now classed as B that we do not feel justified in putting up the rates in them as high as we intend to propose for B districts. It has to be remembered that in the mufassal, unlike Calcutta, it is the rates paid by Government that fix the standard of wages and the effect of putting up rates too high will be felt throughout all grades of society in the shape of an increase in the cost of living. Modern economic forces are tending to equalise rates, and the time will no doubt come when the present distinction will cease to exist. But it is premature yet to suggest complete uniformity. We propose then to retain the present grouping into three classes. A districts will comprise Calcutta, Howrah (Sadar), Alipore (Sadar) and Darjeeling where living, including accommodation, is distinctly dearer than elsewhere; B districts will include all others except Bankura, Birbhum and Midnapore which will form the C group or the cheapest class of districts.

113. **Establishment menials other than process-servers.**—With regard to establishment menials other than process-servers, we have given careful consideration to the recommendations of Collectors, the prevailing pay in different offices in Calcutta and the revised rates of pay sanctioned for the inferior servants in the Postal Department. We have also examined a few menials to ascertain what their expectations are. The results yield almost the same range of pay running practically from Rs. 13 to Rs. 20; it is only in respect of details that there is any difficulty. The postal inferior servants have been allowed a rate of Rs. 13—1—18 in a large part of this province. In view of this fact and the recommendations of District Officers we would allow a minimum of Rs. 13, which provides for an increase of Rs. 3 over the present minimum rate and a maximum of Rs. 17 in B districts and provide for the maximum being reached in 20 years by a scale of Rs. 13—$\frac{1}{5}$—17. We do not think it is necessary to take the maximum further; nor is it desirable to do so in view of our proposals for process-serving peons. Otherwise the maximum for process-serving peons in B districts would exceed that allowed to constables. In C districts we do not think it is necessary to have as high a minimum as Rs. 13, and we propose for them a rate of Rs. 12—$\frac{1}{5}$—16. In A districts the rate adopted for postal inferior servants is Rs. 15—$\frac{1}{5}$—20. We would recommend for reasons similar to those already advanced, a scale of Rs. 15—$\frac{1}{5}$—19. We would therefore adhere to a minimum of Rs. 15, although this is a rupee more than the initial pay allowed in the Corporation and the Eastern Bengal Railway.

For establishment menials, other than process-servers, our proposals, therefore, are the following:—

A districts.

Rs. 15—$\frac{1}{5}$—19.

Calcutta, Howrah (Sadar), Alipore (Sadar) and Darjeeling,

B districts.

(The remaining districts of the province, except Bankura, Birbhum and Midnapore), Rs. 13—$\frac{1}{5}$-17.

C districts.

Bankura, Birbhum, Midnapore, Rs. 12—$\frac{1}{5}$—16.

114. **Process-servers.**—Before 1920 process-serving peons were paid at the same rates as ordinary office or orderly peons, but in that year they were given a more liberal increase than other classes of menials because their duties were more responsible. It was a matter of common knowledge that they could add largely to their legitimate pay and that the corruption which existed led often to litigation, waste of time in courts and general dissatisfaction with the course of justice. It was hoped that the high rates of pay sanctioned would mitigate, if not remove, corruption and at any rate remove the stigma that corruption was winked at in order that expenditure might be kept down. These considerations coupled with those referred to in the previous paragraphs justify a still further increase in their pay, but we are unable to accept the contention of the process-servers that they should get at least the same rates as postal peons whose previous pay was higher than theirs and whose present pay was fixed on a liberal scale because the previous rates were insufficient to attract the class required. What we propose to do is to maintain the present difference of Rs. 3 which exists between the large majority of process-serving and ordinary peons, *e.g.*, in B districts, and to allow process-servers Rs. 18—$\frac{1}{5}$—22 in A districts and Rs. 16—$\frac{1}{5}$—20 in B districts and Rs. 15—$\frac{1}{5}$—19 in C districts. The rates of pay in B districts will thus be equal to that of constables, but the process-servers will not get the other concessions to which constables are entitled. Of the District Officers we have consulted five proposed a slightly higher maximum and four a higher minimum, but ten have proposed either Rs. 15—20, Rs. 16—20 or Rs. 16—21.

But, inasmuch as even in the year 1916 Government considered that process-servers in B districts should be paid at the rates of Rs. 15, Rs. 16 and Rs. 17, no further justification for these proposed rates appears necessary.

Our proposals for process-servers then are as follows:—

A districts, Rs. 18—$\frac{1}{5}$—22.
B districts, Rs. 16—$\frac{1}{5}$—20.
C districts, Rs. 15—$\frac{1}{5}$—19.

115. **Contingency menials.**—The pay of contingency menials was fixed by Government on the assumptions that it was the minimum market rate and that the majority of the men employed were young men without family who did not in most cases remain in their posts for any length of time. No increase was allowed in the case of menials already drawing higher pay than the minimum; they were allowed to draw what they were drawing in 1916 when the initial statements were prepared for the purpose of revision of pay. We have therefore now not only to propose a new minimum but to deal generally with the pay of those menials whose pay was unaffected by these general orders. We are of opinion, having regard to the recommendations of the Collectors, the increase in the cost of living and other indications we have received regarding the pay of this class of menials that the rates of pay in force on the 1st January 1919 should be increased generally by Rs. 3 subject to a minimum of Rs. 13 for Calcutta (excluding Alipore), Rs. 12 for other A and B districts) and Rs. 11 for C districts. In some cases, however, it would be unduly generous to pay the maximum salary which this method would yield. We are confirmed in this idea by the fact that certain proposals received by us fall short of the full increase of Rs. 3 on previous rates. We would, therefore recommend that orders should be made elastic in the following manner. All

heads of offices might be empowered to pay contingency menials in their offices anything up to a rate of Rs. 3 above the rate payable on 1st January 1919 in any particular case subject to the minimum rate of Rs. 13 Calcutta (excluding Alipore), Rs. 12 in other) A and B districts and Rs. 11 in C districts. Our proposals in brief are a general increase up to Rs. 3 over the rates of 1919, subject to the following minima :—

Calcutta (excluding Alipore), Rs. 13.
Other A and B districts, Rs. 12.
C districts, Rs. 11.

Some Collectors have questioned the validity of making a distinction between establishment and contingency menials on the ground that the latter, generally non-pensionable servants, should be paid at least the same rates as the others. Contingency menials contain, however, a large group of menials such as sweepers who have generally been paid at lower rates than establishment menials. For the rest, the detailed statements which follow show that a large number can be paid at rates in excess of the proposed minima. However, in the case of B and C districts we have proposed only a difference of Re. 1 between the minimum pay of the two classes. In the case of A districts there is a greater difference between the minima, but we hesitate to recommend the adoption of a higher minimum than Rs. 12 at present so long as menials can be obtained at this rate. For Calcutta (including Sealdah but not Alipore) a special rate is necessary having regard to the high wages that labour commands there, the higher minimum rates inclusive of grain compensation allowance already paid in such offices as that of the corporation, and certain Government medical institutions and the fact that the difficulty of obtaining accommodation for menials in Calcutta proper is getting more and more acute. We, therefore, consider that Rs. 13 should be taken as the minimum rate in Calcutta. The main question is whether these rates are sufficient to attract men of the class required. We are convinced that at present in almost all cases they are sufficient, but where special circumstances operate, to push the rate up, special orders of Government will have to be obtained, as is done now, to give a higher rate of pay.

116. **Temporary establishment menials.**—Under existing orders menials on the temporary establishments are paid in different districts at the minimum rates of establishment menials applicable to those districts. We recommend the continuance of the same method of payment of these classes of menials. In the case of contingency menials on the temporary establishment lists, we recommend the adoption of the general orders proposed for contingency menials.

117. **Menials on special rates of pay.**—The rates we have proposed above for establishment menials will be applicable to the majority of the different classes of menials coming under this head, *i.e.*, to peons, daftries, darwans, chainmen, bukarndazes, pressmen, lascars other than dredger or launch lascars, messengers, bearers, warders and keepers in asylums where not covered by separate orders of Government, koyals (Irrigation Department), tindals (Irrigation Department), dafadars (Irrigation Department) and treasure-guards. There are, however, men belonging to the category of establishment menials who are now on special rates of pay or for whom the rates proposed are insufficient. Such, for example, are excise peons, boatmen, manjhis, steamer-lascars, forest guards, record-suppliers, jamadars and daftries of attached offices in Calcutta. For them we have had to propose special rates also. As regards contingency menials who now draw more than the sanctioned rate, we have already recommended an increase up to Rs. 3 over their pay of 1919 at the discretion of the head of the office subject to the minima of Rs. 13, Rs. 12 and Rs. 11. The considerations which have influenced us in regard to the special classes of menials are indicated below :

Boatmen.—Throughout the province boatmen are paid at varying rates, in some cases at the rate prevalent for peons, in others at higher rates. In the Excise Department, for which a scale was sanctioned separately by the Secretary of State in 1914, the rates vary from Rs. 9 to Rs. 14. It also appears that the distinction between boatmen and manjhis, *i.e.*, master boatmen, is not strictly observed and many boatmen are now classed as manjhis

who should be paid at the rates for boatmen. We propose for boatmen generally the following rates :—

			Rs.
A districts	...	...	15—$\frac{1}{5}$—19
B "	...	...	14—$\frac{1}{5}$—18
C "	...	...	12—$\frac{1}{5}$—16

The scale adopted for A districts corresponds to the scale recently sanctioned by the Government of India for boatmen in the Custom House, Calcutta. The rate adopted by the Postal Committee is Rs. 15—$\frac{1}{5}$—20. The rate proposed for boatmen in the C districts is the same as that for establishment menials in those districts. In B districts, however, we have increased the rate above that of establishment menials by a rupee because the present minimum in these districts appears to be generally Rs. 12 and the Excise Commissioner, after consulting the Collectors, has proposed a minimum of Rs. 14 throughout the province. It is unnecessary, however, to adopt such a high minimum in C districts. Our rates will be applicable to all boatmen, but in the Excise Department the Sunderbans allowance of Rs. 2, which is now paid to those actually doing duty in the Sunderbans should be continued.

Manjhis.—As regards manjhis, we recommend that a selection should be made from the so-called manjhis of those who actually perform the duties of a master boatman and that they should be paid at the following rates :—

	A districts.	B districts.	C districts.
	Rs.	Rs.	Rs.
First five years	20	19	17
Sixth to fifteenth year	21	20	18
Sixteenth years onwards ...	22	21	19

In the Excise Department manjhis are paid at rates varying from Rs. 15 to Rs. 18 though the two men at Midnapore draw Rs. 12 a month. The Commissioner of Excise, after consulting the Collectors, has recommended rates of Rs. 18, Rs. 19 and Rs. 20. These would, however, give an increase of only Re. 1 in some cases if the war allowance is taken into account. Having regard to our proposals for boatmen and lascars, we would, therefore, propose somewhat higher rates in A and B districts. In B districts the maximum pay of manjhis would equal the ordinary rate we propose for kussaub lascars. The Excise Department manjhis should continue to draw the Sunderbans allowance of Rs. 3. The classification of manjhis in that department can be accepted.

Lascars.—We have made separate proposals regarding lascars on launches and dredgers. Other lascars should be treated as boatmen.

Excise peons.—Before the revision of 1914 they were paid at rates varying from Rs. 6 to Rs. 9, and in addition received on the average travelling allowance amounting to Rs. 2-12 a month. When their present pay was fixed at Rs. 10. Rs. 11 and 12, the travelling allowance was abolished. They now receive either grain compensation or war allowances at the rate of Re. 1 each. In view of the revision of 1914 they were excluded from the benefits of the scheme of 1920 The Commissioner of Excise has submitted proposals to increase the rates to Rs. 14, Rs. 16 and Rs. 18 on the ground of the increase in the cost of living, and the fact that their duties are more analogous to those of constables who are now paid at Rs. 16—20 than to those of ordinary peons. We are prepared to admit that there is some justification in the latter contention. But in view of the fact that they are eligible for monetary rewards, we think a slight advance on the pay of ordinary peons in B and C districts will suffice; the rate proposed for ordinary peons in A districts is sufficiently high for excise peons also. We, therefore, propose the following rates for them :—

			Rs.
A and B districts	...	...	14—$\frac{1}{5}$—18 with a local allowance of Re. 1 in A districts.
C districts	...	...	13—$\frac{1}{5}$—17

They should continue to draw the Sunderbans allowance of Rs. 2, which they now draw.

We have provided in the case of A districts for a local allowance on the analogy of that drawn by constables.

Forest guards.—Previous to last year the pay of forest guards ranged from Rs. 8 to Rs. 14 with a few posts on Rs. 7, Rs. 16 and Rs. 18. In 1920 a scheme was sanctioned with a range from Rs. 9 to Rs. 16 with some posts on Rs. 18. The minimum rates are, however, clearly too low, and for the reasons already advanced in the case of other menials, a further revision is necessary. The Conservator of Forests, in view of the *quasi*-police nature of their work, recommends that they should be given the same rates as police constables and that the rates should be uniform for the province. We recognise that the conditions under which forest guards work in the plains require compensation as much as the excess in the cost of living in Darjeeling and therefore that the rate should be uniform for the province, but we do not consider that there is sufficient justification for raising the pay to that of constables who are generally recruited from up-country. We think it will be sufficient to pay forest guards at the uniform rate of Rs. 15—⅕—19.

Record-suppliers, daftries and jamadars in attached offices.—These menials are paid at different rates in the offices of heads of departments and subordinate offices in Calcutta. In the mufassal no distinction is made between daftries and record-suppliers or between jamadars and other peons, and they all draw the standard pay for peons. We do not propose to make any difference between jamadars, peons and daftries. Jamadars are ordinarily peons who reach the post of jamadar by seniority. Our time-scale will provide for a higher pay by seniority. For daftries a higher rate of pay than for peons has been demanded, but we do not consider this necessary. The scale we have proposed will draw a more intelligent class of men than is ordinarily to be found among peons now-a-days, and they will have no difficulty in acquiring the necessary training that a daftry is required to possess. In other words, we are raising the pay of peons so substantially that any justification that may now exist for a distinction between them and daftries ceases to exist. The most prevalent rate for daftries in attached offices is Rs. 10—½—15. The rate of Rs. 15—⅕—19 therefore, which we have proposed for peons of A class districts including Calcutta, is in our opinion suitable for daftries in most offices. For record-suppliers the most prevalent rate in attached offices is Rs. 15—½—20. They have therefore been put on the scale of Rs. 20—¼—27, the scale which has been adopted for daftries in the Secretariat. But when there is more than one record-supplier those whose maximum pay is less than Rs. 20 have been placed on the scale of Rs.15—⅕—19, for we consider that the multiplication of highly paid record-suppliers is an unnecessary extravagance, and that in future applications for the entertainment of record-suppliers on a high rate of pay should be carefully scrutinised. In the Board of Revenue, the High Court and the Legislative Department where jamadars, record-suppliers and daftries are at present paid at rates in force in the Secretariat, the Secretariat rates have been allowed with this modification that in the High Court only the jamadars of High Court Judges have been placed on the Secretariat scale. The offices of the Private Secretary to Governor and Military Secretary to Governor have also been separately treated. For the attached offices the ordinary rates should thus be—

			Rs.
Jamadars and daftries	...	...	15—⅕—19
Record-suppliers	...	...	20—¼—27

Miscellaneous menials.—The pay of dressers in Calcutta hospitals has recently been increased to Rs. 14, and they also draw a special grain compensation allowance of Rs. 2. We have placed them on the scale of Rs. 15—⅕—19. Their initial pay should merge the grain compensation allowance.

The pay of the court-overseer of the Small Causes Court has been raised from Rs. 15 to Rs. 20—½—32. We have been unable to adopt the rate of Rs. 30—2—40 recommended by the Chief Judge.

The pay of the carpenter in the office of the Collector of Customs, Chittagong, has been put on a rate of Rs. 25—2—35, in view of the report of the Collector that the rawest carpenters can command a wage of Re. 1 per diem now-a-days, instead of Rs. 30—2—40 recommended by him.

The pay of the collecting darwan in the Administrator-General's Office has been put at Rs. 20—⅔—30.

Clothiers, cutlers and engine establishments in the Medical Department have been given increments of Rs. 4 and Rs. 5.

Rummaging peons in the office of the Collector of Customs, Calcutta, have been put on the standard A scale.

For the preparer and laboratory servants in the Director of Agriculture's office a pay of Rs. 20—½—30—1—35 has been adopted instead of Rs. 20—1—35 suggested by the Director of Agriculture. The hospital warders at the Sarda Police training school have been placed on the scale of Rs. 16—½—20, in view of the recommendation of the Police Department that they should be paid like constables and the original intention that they should be so paid. Their ward allowance should cease.

118. Our proposals are shown in detail in two sets of proposition statements. The first is a modification of the proposition statement forwarded to the Government of India with this Government's letter No. 10898 F., dated the 18th September 1919, which however only take into account menials who were drawing not more than Rs. 12 a month and exclude the High Court and excise menials. We have, therefore, prepared another set of statements comprising those excluded from these lists and arranged them office by office. It has not been possible to avoid some overlapping, and it is possible that some classes of menials have been left out. It is also probable that the numbers have increased since the first set of statements were prepared. But we do not think these omissions and changes would materially affect our total estimate of cost. Our rates will generally merge grain compensation and war allowances, but we have not interfered with special allowances like the Sunderbans allowances of the Excise Department. The first set of statements based on those prepared in 1919 should therefore be considered as rather illustrative of our proposals than strictly accurate but the second set of statements contains our detailed proposals in each case. There remain a few cases in which Government have recently passed orders and on which we have made no specific recommendations. Such cases should, so far as practicable, be brought into line with our recommendations and in any case the grain or war allowances merged in the new pay.

We may now bring together the threads of our recommendations for different classes of menials. Our proposals form a connected whole and each proposal has been tested against the remainder as well as against the revised pay of other classes in Bengal. In the following list we have shown our proposed rates for different classes side by side with certain rates already sanctioned :—

SANCTIONED.		RECOMMENDED BY THE COMMITTEE.			
			Rates.		
Class of servant.	Rates.	Class of servant.	A = Calcutta, Alipore (Sadar), Howrah (Sadar) and Darjeeling.	B = Remainder of the province except the C districts.	C = Bankura, Birbhum and Midnapore.
1	2	3	4	5	6
	Rs.		Rs.	Rs.	Rs.
Postmen, class III ...	18—½—24	*A.—Establishment menials (present)—*			
Postmen, class IV ...	16—½—22				
Police constables, Calcutta.	18—22	(1) Process-serving peons.	18—½—22	16—½—20	15—½—19
Police constables, provinces.	16—20	(2) Peons, daftries, darwans, chaukidars, burkandazes, pressmen, lascars other than launch-lascars, messengers, bearers, warders and keepers in asylums when not covered by other orders of Government, koyals and tindals and dafadars in the Irrigation Department and treasure-guards.	15—½—19	13—½—17	12—½—16
Jail warders	16—19				
Postal Department inferior servants.					
A districts	15—½—20				
B and C districts ...	14—½—19 13—½—18	(3) Excise peons	14—½—18 (Local allowance of Rs. 1)	14—½—18	13—½—17
		(4) Forest guards ...	15—½—19	15—½—19	...
		(5) Manjhis and boatmen	15—½—19	14—½—18	12—½—16
		(6) Manjhis, Excise Department, and specially selected manjhis.	1st five years ... 20 6th to 15th year 21 16th year onwards 22	19 20 21	17 18 19

Sanctioned.		Recommended by the Committee.			
			Rates.		
Class of servant.	Rates.	Class of servant.	A = Calcutta, Alipore (Sadar), Howrah (Sadar), and Darjeeling.	B = Remainder of the province except the C districts.	C = Bankura, Birbhum and Midnapore.
1	2	3	4	5	6
		B.—Contingency menials (a)—	Rs.	Rs.	Rs.
		Increase up to Rs. 3 over rates in force on 1st January subject to a minimum of	Calcutta ... 13 Other A districts 12	12	11
		C.—Establishment menials (temporary).	(i) In case of establishment classes of menials, the minimum of the rates shown in above columns. (ii) In case of contingency classes of menials, the proposal for contingency menials.		
		D.—Special menials—			
		(1) Attached offices (b)—			
		Jamadars and daftries	15—½—19	13—½—17	12—½—16
		Record-suppliers ...	20—¼—27	18—¼—25	...
		(2) Secretariat and High Court (b)—			
		Record-suppliers ...	20—¼—32	...	...
		Daftries	20—¼—27	...	...
		Jamadars	20—¼—24	...	...
		(3) For other special menials, see detailed statements.			

(a) Local officers may be authorised to give an increase up to this amount.
(b) These general proposals are subject to the modifications shown in the detailed statements.

Statement of proposition for revision of permanent menial establishment at present on standard rates of pay in A districts.

Office to which the proposition refers.	Present Scale.						Proposed Scale.	
	No.	Designation.	Pay. Minimum.	Pay. Increment.	Pay. Maximum.	Total average cost.	Pay.	Total average cost.
1	2	3	4	5	6	7	8	9
			Rs.	Rs.	Rs.	Rs. A. P.	Rs.	Rs.
3—Land Revenue	105	Peons ...	11	...	13	1,277 8 0	15—½—19	1,785
	16	Duftries ...	11	...	13	194 10 8	15—½—19	272
	2	Chainmen ...	11	...	13	24 5 4	15—½—19	34
	62	Process-serving peons.	13	...	15	878 5 4	18—½—22	1,240
	2	Durwans ...	11	...	13	24 5 4	15—½—19	34
	187	Total ...	...	...	...	2,399 2 8	...	3,365
4—Opium ...	13	Burkundazes ...	11	...	13	158 2 8	15—½—19	221
6—Stamp ...	4	Peons ...	11	...	13	48 10 8	15—½—19	68
	1	Pressman ...	11	...	13	12 2 8	15—½—19	17
	5	Total ...	...	...	...	60 13 4	.....	85
9—Customs (a) ...	186	Peons ...	11	...	13	2,263 0 0	15—½—19	3,162
	11	Duftries ...	11	...	13	133 13 4	15—½—19	187
	10	Goliahs ...	11	...	13	121 10 8	15—½—19	170
	207	Total ...	...	...	...	2,518 8 0	...	3,519

(a) The boat establishment, the pay of which was revised recently, has been left out.
These statements are in accordance with the budget heads prior to the introduction of the reforms.

Office to which the proposition refers.	Present Scale.						Proposed Scale.	
	No.	Designation.	Pay. Minimum.	Pay. Increment.	Pay. Maximum.	Total average cost.	Pay.	Total average cost.
1	2	3	4	5	6	7	8	9
			Rs.	Rs.	Rs.	Rs. A. P.	Rs.	Rs.
10—Assessed Taxes.	21	Peons ...	11	...	13	255 8 0	15—½—19	357
	1	Duftry ...	11	...	13	12 2 8	15—½—19	17
	22	Total ..	...	...	...	267 10 8	...	374
11—Forests ...	11	Peons ...	11	...	13	133 13 4	15—½—19	187
12—Registration	15	Peons ...	11	...	13	182 8 0	15—½—19	255
	8	Duftries ...	11	...	13	97 5 4	15—½—19	136
	23	Total ...	...	...	...	279 13 4	...	391
18—General administration.	148	Peons ...	11	...	13	1,800 10 8	15—½—19	2,516
	4	Durwans ...	11	...	13	48 10 8	15—½—19	68
	3	Duftries ...	11	...	13	36 8 0	15—½—19	51
	4	Messengers ...	11	...	13	48 10 8	15—½—19	68
	159	Total ...	...	...	...	1,934 8 0	...	2,703
19A—Law and Justice.	205	Peons ...	11	...	13	2,494 2 8	15—½—19	3,485
	150	Process-serving peons.	13	...	15	2,125 0 0	18—½—22	3,000
	21	Duftries ...	11	...	13	255 8 0	15—½—19	357
	14	Durwans ...	11	...	13	170 5 4	15—½—19	238
	41	Burkandazes ...	11	...	13	498 13 4	15—½—19	697
	431	Total ...	...	...	...	5,543 13 4	...	7,777
19B—Jails ...	20	Peons ...	11	...	13	243 5 4	15—½—19	340
	1	Durwan ...	11	...	13	12 2 8	15—½—19	17
	3	Messengers ...	11	...	13	36 8 0	15—½—19	51
	24	Total ...	...		...	292 0 0	...	408

Office to which the proposition refers.	Present Scale.					Total average cost.			Proposed Scale.	
	No.	Designation.	Pay.						Pay.	Total average cost.
			Minimum.	Increment.	Maximum.					
1	2	3	4	5	6	7			8	9
			Rs.	Rs.	Rs.	Rs.	A.	P.	Rs.	Rs.
20—Police ...	16	Duftries ...	11	...	13	194	10	8	15—$\frac{1}{8}$—19	272
	2	Durwans ...	11	...	13	24	5	4	15—$\frac{1}{8}$—19	34
	4	Manjhis ...	11	...	13	48	10	8	15—$\frac{1}{8}$—19	68
	21	Peons ...	11	...	13	255	8	0	15—$\frac{1}{8}$—19	357
	14	Dandies ...	11	...	13	170	5	4	15—$\frac{1}{8}$—19	238
	57	Total ...	...	...	...	693	8	0	...	969
21—Marine ...	26	Peons ...	11	...	13	316	5	4	15—$\frac{1}{8}$—19	442
	4	Duftries ...	11	...	13	48	10	8	15—$\frac{1}{8}$—19	68
	4	Durwans ...	11	...	13	48	10	8	15—$\frac{1}{8}$—19	68
	1	Manjhi ...	11	...	13	12	2	8	15—$\frac{1}{8}$—19	17
	13	Dandies ...	11	...	13	158	2	8	15—$\frac{1}{8}$—19	221
	48	Total ...	...	...	...	584	0	0	...	816
22—Education ...	160	Peons ...	11	...	13	1,946	10	8	15—$\frac{1}{8}$—19	2,720
	23	Durwans ...	11	...	13	279	13	4	15—$\frac{1}{8}$—19	391
	31	Duftries ...	11	...	13	377	2	8	15—$\frac{1}{8}$—19	527
	1	Pressman ...	11	...	13	12	2	8	15—$\frac{1}{8}$—19	17
	215	Total ...	...	...	...	2,615	13	4	...	3,655
23—Ecclesiastical	1	Peon ...	11		13	12	2	8	15—$\frac{1}{8}$—19	17
	4	Bearers ...	11	...	13	48	10	8	15—$\frac{1}{8}$—19	68
	5	Total ...	...	...	...	60	13	4	...	85
24—Medical ...	36	Peons ...	11	...	13	438	0	0	15—$\frac{1}{8}$—19	612
	9	Duftries ...	11	...	13	109	8	0	15—$\frac{1}{8}$—19	153
	33	Durwans ...	11	...	13	401	8	0	15—$\frac{1}{8}$—19	561
	26	Bearers ...	11	...	13	316	5	4	15—$\frac{1}{8}$—19	442
	104	Total ...	...	...	...	1,265	5	4	...	1,768

Office to which the proposition refers.	Present Scale.						Proposed Scale.	
	No.	Designation.	Pay. Minimum.	Pay. Increment.	Pay. Maximum.	Total average cost.	Pay.	Total average cost.
1	2	3	4	5	6	7	8	9
			Rs.	Rs.	Rs.	Rs. A. P.	Rs.	Rs.
26—Scientific and other Minor Departments.	60	Peons ...	11	...	13	730 0 0	15—½—19	1,020
	2	Duftries ...	11	...	13	24 5 4	15—½—19	34
	12	Durwans ...	11	...	13	146 0 0	15—½—19	204
	1	Bearer ...	11	...	13	12 2 8	15—½—19	17
	75	Total ...	...	...	...	912 8 0	...	1,275
30—Stationery and Printing.	35	Duftries ...	11	...	13	425 13 4	15—½—19	595
	16	Peons ...	11	...	13	194 10 8	15—½—19	272
	2	Durwans ...	11	...	13	24 5 4	15—½—19	34
	53	Total ...	...	...	...	644 13 4	...	901
43—Irrigation ...	9	Dafadars ...	11	...	13	109 8 0	15—½—19	153
	58	Peons ...	11	...	13	705 10 8	15—½—19	986
	5	Duftries ...	11	...	13	60 13 4	15—½—19	85
	2	Burkandazes ...	11	...	13	24 5 4	15—½—19	34
	25	Manjhis ...	11	...	13	304 2 8	15—½—19	425
	8	Koyals ...	11	...	13	97 5 4	15—½—19	136
	107	Total ...	...	...	..	1,301 13 4	...	1,819
45—Public Works	104	Peons ...	11	...	13	1,265 5 4	15—½—19	1,768
	8	Duftries ...	11	...	13	97 5 4	15—½—19	136
	9	Durwans ...	11	...	13	109 8 0	15—½—19	153
	4	Tresure-guards ...	11	...	13	48 10 8	15—½—19	68
	125	Total ...	...	...	...	1,520 13 4	...	2,125
		Grand Total ...	...	...	...	23,188 13 4	...	32,443

	Rs. A. P.
Extra cost per mensem ...	9,254 2 8
" " " annum ...	1,11,050 0 0

Statement of proposition for revision of permanent menial establishment at present on standard rates of pay in B districts.

Office to which the proposition refers.	Present Scale.								Proposed Scale.	
	No.	Designation.	Pay.			Total average cost			Pay.	Total average cost.
			Minimum.	Increment.	Maximum.					
1	2	3	4	5	6	7			8	9
			Rs.	Rs.	Rs.	Rs.	A.	P.	Rs.	Rs.
3—Land Revenue	642	Peons ...	10	...	12	7,169	0	0	13—½—17	9,630
	159	Duftries ...	10	...	12	1,775	8	0	13—½—17	2,385
	61	Chainmen ...	10	...	12	681	2	8	13—½—17	915
	1193	Process-serving peons.	13	...	15	16,900	13	4	16—½—20	21,474
	2	Durwans ...	10	...	12	22	5	4	13—½—17	30
	6	Manjhis ...	10	...	12	67	0	0	14—½—18	96
	2063	Total ...	...	...	[illegible]	26,615	13	4	...	34,530
9—Customs ...	4	Peons ...	10	...	12	44	10	8	13—½—17	60
	1	Duftry ...	10	...	12	11	2	8	13—½—17	15
	1	Manjhi ...	10	...	12	11	2	8	14—½—18	16
	18	Crew ...	10	...	12	201	0	0	14—½—18	288
	24	Total ...	...	...	...	268	0	0	...	379
10—Assessed Taxes	38	Peons ...	10	...	12	424	5	4	13—½—17	570
11—Forests ...	20	Peons ...	10	...	12	223	5	4	13—½—17	300
12—Registration	330	Peons ...	10	...	12	3,685	0	0	13—½—17	4,950
	32	Duftries ...	10	...	12	357	5	4	13—½—17	480
	362	Total ...	...	...	...	4,042	5	4	...	5,430

Office to which the proposition refers.	Present Scale.						Proposed Scale	
	No.	Designation.	Pay. Minimum.	Pay. Increment.	Pay. Maximum.	Total average cost.	Pay.	Total average cost.
1	2	3	4	5	6	7	8	9
			Rs.	Rs	Rs.	Rs. A. P.	Rs.	Rs.
18—General Administration.	38	Peons ...	10	...	12	424 5 4	13—½—17	570
	4	Durwans ...	10	...	12	44 10 8	13—½—17	60
	7	Duftries ...	10	...	12	78 2 8	13—½—17	105
	49	Total ...	...	...	...	547 2 8	...	735
19A—Law and Justice.	521	Peons ...	10	...	12	5,817 13 4	13—½—17	7,815
	5262	Process-serving peons.	13	...	15	74,545 0 0	16—½—20	94,716
	147	Duftries ...	10	...	12	1,641 8 0	13—½—17	2,205
	5930	Total ...	...	...	...	82,004 5 4	...	1,04,736
20—Police ...	24	Duftries ...	10	...	12	268 0 0	13—½—17	360
	198	Manjhis ...	10	...	12	2,211 0 0	14—½—18	3,168
	3	Peons ...	10	...	12	33 8 0	13—½—17	45
	225	Total ...	...	...	...	2,512 8 0	...	3,573
21—Marine ...	6	Peons ...	10	...	12	67 0 0	13—½—17	90
22—Education ...	187	Peons ...	10	...	12	2,088 2 8	13—½—17	2,805
	51	Durwans ...	10	...	12	569 8 0	13—½—17	765
	54	Duftries ...	10	...	12	603 0 0	13—½—17	810
	292	Total ...	...	...	...	3,260 10 8	...	4,380
23—Ecclesiastical	7	Peons ...	10	...	12	78 2 8	13—½—17	105
24—Medical ...	58	Peons ...	10	...	12	647 10 8	13—½—17	870
	2	Durwans ...	10	...	12	22 5 4	13—½—17	30
	60	Total ...	...	...	...	670 0 0	...	900
25—Political ...	3	Peons ...	10	...	12	33 8 0	13—½—17	45
26—Scientific and other Minor Departments.	17	Peons ...	10	...	12	189 13 4	13—½—17	255

Office to which the proposition refers.	Present Scale.								Proposed Scale.	
	No.	Designation.	Pay.			Total average cost.			Pay.	Total average cost.
			Minimum.	Increment.	Maximum.					
1	2	3	4	5	6	7			8	9
			Rs.	Rs.	Rs.	Rs.	A.	P.	Rs.	Rs.
29—Superannuation	8	Peons ...	10	...	12	89	5	4	13—½—17	120
43—Irrigation ...	5	Dafadars ...	10	...	12	55	13	4	13—½—17	75
	15	Peons ...	10	...	12	167	8	0	13—½—17	225
	1	Duftry ...	10	...	12	11	2	8	13—½—17	15
	14	Burkandazes ...	10	...	12	156	5	4	13—½—17	210
	23	Manjhis ...	10	...	12	256	13	4	14—½—18	368
	58	Total ...	...	...	...	647	10	8	...	893
45A—Civil Works...	1	Peon ...	10	...	12	11	2	8	13—½—17	15
45B—Public Works.	45	Peons ...	10	...	12	502	8	0	13—½—17	675
	6	Duftries ...	10	...	12	67	0	0	13—½—17	90
	21	Durwans ...	10	...	12	234	8	0	13—½—17	315
	72	Total ...	...	...	...	804	0	0	...	1,080
		Grand Total ...	...	...	...	1,22,489	2	8	...	1,58,136

	Rs.	A.	P.
Extra cost per mensem	35,646	13	4
" " " annum	4,27,762	0	0

Statement of proposition for revision of the permanent menial establishment at present on standard rates of pay in C districts.

			Rs.	Rs.	Rs.	Rs.	A.	P.	Rs.	Rs.
3—Land Revenue	82	Peons ...	9	...	11	833	10	8	12—½—16	1,148
	20	Duftries ...	9	...	11	203	5	4	12—½—16	280
	7	Chainmen ...	9	...	11	71	2	8	12—½—16	98
	6	Durwans ...	9	...	11	61	0	0	12—½—16	84
	1	Manjhi ...	9	...	11	10	2	8	12—½—16	14
	177	Process-serving peons.	12	...	14	2,330	8	0	15—½—19	3,009
	293	Total ...	...	...	...	3,509	13	4	...	4,633
10—Assessed Taxes	3	Peons ...	9	...	11	30	8	0	12—½—16	42

Office to which the proposition refers	Present Scale.						Proposed Scale.	
	No.	Designation.	Pay. Minimum.	Pay. Increment.	Pay. Maximum.	Total average cost.	Pay.	Total average cost.
1	2	3	4	5	6	7	8	9
			Rs.	Rs.	Rs.	Rs. A. P.	Rs.	Rs.
12—Registration	34	Peons ...	9	...	11	345 10 8	12—½—16	476
	2	Duftries ...	9	...	11	20 5 4	12—½—16	28
	36	Total ...	...	...	...	366 0 0	...	504
19A—Law and Justice.	53	Peons ...	9	...	11	538 13 4	12—½—16	742
	15	Duftries ...	9	...	11	152 8 0	12—½—16	210
	12	Messengers ...	9	...	11	122 0 0	12—½—16	168
	700	Process-serving peons.	12	...	14	9,216 10 8	15—½—19	11,900
	780	Total ...	...	...	...	10,030 0 0	...	13,020
19B—Jails ...	2	Peons	9	...	11	20 5 4	12—½—16	28
20—Police ...	3	Duftries ...	9	...	11	30 8 0	12—½—16	42
22—Education ...	12	Peons ...	9	...	11	122 0 0	12—½—16	168
	1	Durwan ...	9	...	11	10 2 8	12—½—16	14
	1	Duftry ...	9	...	11	10 2 8	12—½—16	14
	14	Total ...	...	...	...	142 5 4	...	196
23—Ecclesiastical ...	2	Peons ...	9	...	11	20 5 4	12—½—16	28
24—Medical ...	8	Peons ...	9	...	11	81 5 4	12—½—16	112
26—Scientific, etc.	1	Peon ...	9	...	11	10 2 8	12—½—16	14
42—Irrigation—Major Works.	68	Peons ...	9	...	11	691 5 4	12—½—16	952
	2	Duftries ...	9	...	11	20 5 4	12—½—16	28
	2	Dafadars ...	9	...	11	20 5 4	12—½—16	28
	25	Burkandazes ...	9	...	11	254 2 8	12—½—16	350
	1	Manjhi ...	9	...	11	10 2 8	12—½—16	14
	17	Tindals ...	9	...	11	172 13 4	12—½—16	238
	60	Lascars* ...	9	...	11	610 0 0	18—19—20	1,150
	175	Total ...	...	...	...	1,779 2 8	...	2,769
		Grand Total ...	...	...	...	16,020 8 0	...	21,379

	Rs. A.
Extra cost per mensem	5,358 8
" " " annum	64,302 0

* Retained on the assumption they are all on dredgers. Lascars under other heads in these lists have however been omitted on the assumption that they are lascars who have been dealt with separately.

Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paid out of contingencies in A and B districts.

Office to which the proposition refers.	No.	Designation.	Present Scale.				Proposed Scale.			
			Pay.	Total cost.			Pay.		Total cost.	
1	2	3	4	5			6		7	
			Rs.	Rs.	A.	P.	Rs.	A.	Rs	A.
3—Land Revenue	1	Farash ...	12	12	0	0	15	0	15	0
	1	Do. ...	10	10	0	0	13	0	13	0
	32	Farashes ...	9	288	0	0	12	0	384	0
	12	Sweepers ...	10	120	0	0	13	0	156	0
	1	Sweeper ...	9	9	0	0	12	0	12	0
	60	Sweepers ...	9	540	0	0	12	0	720	0
	5	Bhisties ...	9	45	0	0	12	0	60	0
	1	Dome ...	10	10	0	0	13	0	13	0
	6	Domes ...	9	54	0	0	12	0	72	0
	1	Mali ...	12	12	0	0	15	0	15	0
	1	Do. ...	9	9	0	0	12	0	12	0
	6	Malis ...	9	54	0	0	12	0	72	0
	1	Conservancy cartman	9	9	0	0	12	0	12	0
	2	Topazes ...	10	20	0	0	13	0	26	0
	2	Cooks ...	10	20	0	0	13	0	26	0
	37	Guards ...	9	333	0	0	12	0	444	0
	5	Caretakers ...	9	45	0	0	12	0	60	0
	1	Chaukidar ...	10	10	0	0	13	0	13	0
	1	Do. ...	9	9	0	0	12	0	12	0
	8	Tent khalasis ...	9	72	0	0	12	0	96	0
	184	Total ...	...	1,681	0	0	...		2,233	0
6—Stamps ...	2	Coolies ...	9	18	0	0	12	0	24	0
	3	Posters ...	9	27	0	0	12	0	36	0
	5	Total ...	...	45	0	0	...		60	0
9—Customs ...	5	Farashes ...	9	45	0	0	12	0	60	0
	3	Coolies ...	9	27	0	0	12	0	36	0
	1	Topaz ...	10	10	0	0	13	0	13	0
	1	Sweeper ...	10	10	0	0	13	0	13	0
	13	Sweepers ...	9	117	0	0	12	0	156	0
	2	Malis ...	10	20	0	0	13	0	26	0
	1	Bhisty ...	9	9	0	0	12	0	12	0
	8	Guards ...	9	72	0	0	12	0	96	0
	34	Total ...	...	310	0	0	...		412	0

Office to which the proposition refers.	No.	Designation.	Present Scale				Proposed Scale.			
			Pay.	Total cost.			Pay.		Total cost.	
1	2	3	4	5			6		7	
			Rs.	Rs.	A.	P.	Rs.	A.	Rs.	A.
11—Forests ...	6	Grass-cutters ...	10	60	0	0	13	0	78	0
	1	Grass-cutter ...	9	9	0	0	12	0	12	0
	7	Total ...		69	0	0			90	0
12—Registration ...	3	Farashes ...	9	27	0	0	12	0	36	0
	4	Sweepers ...	9	36	0	0	12	0	48	0
	9	Guards ...	9	81	0	0	12	0	108	0
	16	Total ...	...	144	0	0	...		192	0
18—General Administration.	15	Farashes ...	9	135	0	0	12	0	180	0
	1	Mali ...	10	10	0	0	13	0	13	0
	4	Malis ...	9	36	0	0	12	0	48	0
	2	Topazes ...	10	20	0	0	13	0	26	0
	4	Sweep[redacted] ...	10	40	0	0	13	0	52	0
	9	Do. ...	9	81	0	0	12	0	108	0
	4	Coolies ...	9	36	0	0	12	0	48	0
	1	Bhandary ...	10	10	0	0	13	0	13	0
	1	Guard ...	9	9	0	0	12	0	12	0
	1	Mahut ...	10	10	0	0	13	0	13	0
	7	Mates ...	9	63	0	0	12	0	84	0
	1	Khalasi ...	9	9	0	0	12	0	12	0
	50	Total ...	...	459	0	0	...		609	0
19A—Law and Justice.	1	Sweeper ...	12	12	0	0	15	0	15	0
	1	Do. ...	11	11	0	0	14	0	14	0
	8	Sweepers ...	10	80	0	0	13	0	104	0
	3	Do. ...	9	27	0	0	12	0	36	0
	83	Do. ...	9	747	0	0	12	0	996	0
	1	Farash ...	10	10	0	0	13	0	13	0
	8	Farashes ...	9	72	0	0	12	0	96	0
	52	Do. ...	9	468	0	0	12	0	624	0
	2	Malis ...	12	24	0	0	15	0	30	0
	2	Do. ..	10	20	0	0	13	0	26	0
	1	Mali ...	9	9	0	0	12	0	12	0
	5	Malis ...	9	45	0	0	12	0	60	0
	8	Bhisties ...	9	72	0	0	12	0	96	0

Office to which the proposition refers.	No.	Designation.	Present Scale.		Proposed Scale.	
			Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7
			Rs.	Rs. A. P.	Rs. A.	Rs. A.
19A—Law and Justice—*concld.*	152	Guards ...	9	1,368 0 0	12 0	1,824 0
	2	Abdars ...	9	18 0 0	12 0	24 0
	2	Harkaras ...	9	18 0 0	12 0	24 0
	331	Total ...	...	3,001 0 0	...	3,994 0
19B—Jails ...	5	Carters ...	11	55 0 0	14 0	70 0
	2	Do. ...	9	18 0 0	12 0	24 0
	1	Cooly ...	11	11 0 0	14 0	14 0
	1	Do. ...	9	9 0 0	12 0	12 0
	13	Coolies ...	9	117 0 0	12 0	156 0
	1	Sweeper ...	12	12 0 0	15 0	15 0
	1	Do. ...	9	9 0 0	12 0	12 0
	1	Cowboy ...	9	9 0 0	12 0	12 0
	25	Total ...	...	240 0 0	...	315 0
20—Police ...	2	Sweepers ...	12	24 0 0	15 0	30 0
	1	Sweeper ...	11	16 0 0	14 0	14 0
	6	Sweepers ...	10	60 0 0	13 0	78 0
	6	Do. ...	9	54 0 0	12 0	72 0
	173	Do. ...	9	1,557 0 0	12 0	2,076 0
	5	Bhisties ...	10	50 0 0	13 0	65 0
	4	Do. ...	9	36 0 0	12 0	48 0
	87	Do ...	9	783 0 0	12 0	1,044 0
	3	Malis ...	10	30 0 0	13 0	39 0
	1	Mali ...	9	9 0 0	12 0	12 0
	7	Cooks ...	10	70 0 0	13 0	91 0
	6	Do. ...	9	54 0 0	12 0	72 0
	22	Do. ...	9	198 0 0	12 0	264 0
	3	Hospital servants ...	10	30 0 0	13 0	39 0
	1	Hospital servant ...	9	9 0 0	12 0	12 0
	4	Do. ...	9	36 0 0	12 0	48 0
	3	Topazes ...	10	30 0 0	13 0	39 0
	6	Do. ...	9	54 0 0	12 0	72 0
	1	Topaz ...	9	9 0 0	12 0	12 0
	2	Coolies ...	12	24 0 0	15 0	30 0

Office to which the proposition refers.	No.	Designation.	Present Scale.		Proposed Scale.	
			Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7
			Rs.	Rs. A. P.	Rs. A.	Rs. A.
20—Police—*concld.*	1	Cooly ...	11	11 0 0	14 0	14 0
	1	Do. ...	9	9 0 0	12 0	12 0
	19	Coolies ...	9	171 0 0	12 0	228 0
	3	Lampmen ...	10	30 0 0	13 0	39 0
	1	Lampman ...	9	9 0 0	12 0	12 0
	1	Do. ...	9	9 0 0	12 0	12 0
	15	Grass-cutters ...	9	135 0 0	12 0	180 0
	3	Ditto ...	9	27 0 0	12 0	36 0
	46	Syces ...	10	460 0 0	13 0	598 0
	1	Farash ...	9	9 0 0	12 0	12 0
	2	Farashes ...	9	18 0 0	12 0	24 0
	2	Domes ...	9	18 0 0	12 0	24 0
	2	Dhobis ...	9	18 0 0	12 0	24 0
	3	Firemen ...	12	36 0 0	15 0	45 0
	1	Cart-driver ...	9	9 0 0	12 0	12 0
	5	Mahuts ...	10	50 0 0	13 0	65 0
	4	Bhandaries ...	10	40 0 0	13 0	52 0
	1	Bhandary ...	9	9 0 0	12 0	12 0
	1	Beldar ...	9	9 0 0	12 0	12 0
	16	Pumpmen ...	9	144 0 0	12 0	192 0
	471	Total ...	...	4,349 0 0	...	5,742 0
21—Marine ...	1	Farash ...	9	9 0 0	12 0	12 0
	1	Do. ...	9	9 0 0	12 0	12 0
	1	Mali ...	9	9 0 0	12 0	12 0
	1	Do. ...	9	9 0 0	12 0	12 0
	1	Bhisty ...	10	10 0 0	13 0	13 0
	2	Bhisties ...	9	18 0 0	12 0	24 0
	1	Sweeper ...	9	9 0 0	12 0	12 0
	7	Sweepers ...	9	63 0 0	12 0	84 0
	5	Do. ...	9	45 0 0	12 0	60 0
	2	Topazes ...	10	20 0 0	13 0	26 0
	2	Masalchis ...	10	20 0 0	13 0	26 0
	1	Masalchi ...	9	9 0 0	12 0	12 0
	2	Bhandaries ...	10	20 0 0	13 0	26 0
	27	Total ...	...	250 0 0	...	331 0

Office to which the proposition refers.	No.	Designation.	Present Scale.		Proposed Scale.	
			Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7
			Rs.	Rs. A. P.	Rs. A.	Rs. A.
22—Education ...	1	Farash ...	10	10 0 0	13 0	13 0
	1	Do. ...	9	9 0 0	12 0	12 0
	7	Farashes ...	9	63 0 0	12 0	84 0
	10	Do. ...	9	90 0 0	12 0	120 0
	6	Do. ...	9	54 0 0	12 0	72 0
	1	Farash ...	9	9 0 0	12 0	12 0
	2	Malis ...	12	24 0 0	15 0	30 0
	8	Do. ...	10	80 0 0	13 0	104 0
	2	Do. ...	9	18 0 0	12 0	24 0
	133	Do. ...	9	1,197 0 0	12 0	1,596 0
	1	Coachman ...	12	12 0 0	15 0	15 0
	2	Coachmen ...	10	20 0 0	13 0	26 0
	1	Coachman ...	9	9 0 0	12 0	12 0
	9	Sweepers ...	11	99 0 0	14 0	126 0
	1	Sweeper ...	10	10 0 0	13 0	13 0
	5	Sweepers ...	9	45 0 0	12 0	60 0
	102	Do. ...	9	918 0 0	12 0	1,224 0
	9	Bhisties ...	9	81 0 0	12 0	108 0
	1	Khansama ...	10	10 0 0	13 0	13 0
	2	Washermen ...	9	18 0 0	12 0	24 0
	7	Ditto ...	9	63 0 0	12 0	84 0
	1	Khitmatgar ...	12	12 0 0	15 0	15 0
	10	Khitmatgars ...	11	110 0 0	14 0	140 0
	1	Masalchi ...	10	10 0 0	13 0	13 0
	8	Masalchis ...	9	72 0 0	12 0	96 0
	1	Cook ...	12	12 0 0	15 0	15 0
	4	Cooks ...	11	44 0 0	14 0	56 0
	2	Do. ...	10	20 0 0	13 0	26 0
	7	Do. ...	9	63 0 0	12 0	84 0
	21	Do. ...	9	189 0 0	12 0	252 0
	1	Cooly ...	9	9 0 0	12 0	12 0
	3	Ayahs ...	9	27 0 0	12 0	36 0
	1	Guard ...	10	10 0 0	13 0	13 0
	8	Guards ...	9	72 0 0	12 0	96 0
	45	Servants ...	9	405 0 0	12 0	540 0
	9	Goalas ...	9	81 0 0	12 0	108 0
	433	Total ...	...	3,975 0 0	...	5,274 0

Office to which the proposition refers.	No.	Designation.	Present Scale.				Proposed Scale.			
			Pay.	Total cost.			Pay.		Total cost	
1	2	3	4	5			6		7	
			Rs.	Rs.	A.	P	Rs.	A.	Rs.	A.
23—Ecclesiastical ...	3	Malis ...	10	30	0	0	13	0	39	0
	4	Do. ...	9	36	0	0	12	0	48	0
	24	Do. ...	9	216	0	0	12	0	288	0
	4	Coolies ...	9	36	0	0	12	0	48	0
	2	Sweepers ...	9	18	0	0	12	0	24	0
	1	Farash ...	9	9	0	0	12	0	12	0
	1	Do. ...	9	9	0	0	12	0	12	0
	4	Chaukidars ...	10	40	0	0	13	0	52	0
	32	Ditto ...	9	288	0	0	12	0	384	0
	75	Total ...	...	682	0	0	...		907	0
24—Medical ...	10	Bhisties ...	10	100	0	0	13	0	130	0
	41	Do. ...	9	369	0	0	12	0	492	0
	8	Cooks ...	12	96	0	0	15	0	120	0
	4	Do. ...	10	40	0	0	13	0	52	0
	4	Do. ...	9	36	0	0	12	0	48	0
	34	Do. ...	9	306	0	0	12	0	408	0
	6	Malis ...	10	60	0	0	13	0	78	0
	4	Do. ...	9	36	0	0	12	0	48	0
	39	Do. ...	9	351	0	0	12	0	468	0
	8	Sweepers ...	12	96	0	0	15	0	120	0
	1	Sweeper ...	11	11	0	0	14	0	14	0
	6	Sweepers ...	10	60	0	0	13	0	78	0
	8	Do. ...	9	72	0	0	12	0	96	0
	332	Do. ...	9	2,988	0	0	12	0	3,984	0
	1	Dome ...	10	10	0	0	13	0	13	0
	50	Domes ...	9	450	0	0	12	0	600	0
	2	Coolies ...	11	22	0	0	14	0	28	0
	12	Do. ...	10	120	0	0	13	0	156	0
	4	Do. ...	9	36	0	0	12	0	48	0
	263	Do. ...	9	2,367	0	0	12	0	3,156	0
	1	Khansama ...	11	11	0	0	14	0	14	0
	2	Khansamas ...	10	20	0	0	13	0	26	0
	2	Ditto ...	9	18	0	0	12	0	24	0
	4	Farashes ...	9	36	0	0	12	0	48	0

Office to which the proposition refers.	No.	Designation.	Present Scale.					Proposed Scale.			
			Pay.	Total cost.				Pay.		Total cost.	
1	2	3	4	5				6		7	
			Rs.	Rs.	A.	P.		Rs.	A.	Rs.	A.
24—Medical—*concld.*	5	Barbers ...	9	45	0	0		12	0	60	0
	1	Sigligar ...	12	12	0	0		15	0	15	0
	2	Sigligars ...	9	18	0	0		12	0	24	0
	1	Sigligar ...	9	9	0	0		12	0	12	0
	34	Dhais ...	9	306	0	0		12	0	408	0
	1	Washerman ...	12	12	0	0		15	0	15	0
	5	Washermen ...	9	45	0	0		12	0	60	0
	11	Ditto ...	9	99	0	0		12	0	132	0
	9	Masalchis ...	9	81	0	0		12	0	108	0
	9	Tailors ...	9	81	0	0		12	0	108	0
	2	Goorgas ...	9	18	0	0		12	0	24	0
	1	Sardar ...	9	9	0	0		12	0	12	0
	6	Sardars ...	9	54	0	0		12	0	72	0
	6	Stokers ...	9	54	0	0		12	0	72	0
	1	Fireman ...	10	10	0	0		13	0	13	0
	1	Instrument-cleaner ...	12	12	0	0		15	0	15	0
	3	Bullock-keepers ...	9	27	0	0		12	0	36	0
	1	Khitmatgar ...	11	11	0	0		14	0	14	0
	15	Khitmatgars ...	10	150	0	0		13	0	195	0
	2	Ditto ...	9	18	0	0		12	0	24	0
	1	Khitmatgar ...	9	9	0	0		12	0	12	0
	4	Clothiers ...	9	36	0	0		12	0	48	0
	1	Store-servant ...	9	9	0	0		12	0	12	0
	2	Ayahs ...	10	20	0	0		13	0	26	0
	2	Do. ...	9	18	0	0		12	0	24	0
	3	Boilermen ...	9	27	0	0		12	0	36	0
	1	Goala ...	9	9	0	0		12	0	12	0
	1	Guard ...	10	10	0	0		13	0	13	0
	3	Guards ...	9	27	0	0		12	0	36	0
	1	Tent-khalasi ...	9	9	0	0		12	0	12	0
	1	Carpenter ...	10	10	0	0		13	0	13	0
	1	Ward servant ...	11	11	0	0		14	0	14	0
	3	Ward servants ...	10	30	0	0		13	0	39	0
	4	Ditto ...	9	36	0	0		12	0	48	0
	2	Attendants ...	9	18	0	0		12	0	24	0
	992	Total ...	...	9,061	0	0		...		12,037	0

Office to which the proposition refers.	No.	Designation.	Present Scale.		Proposed Scale.	
			Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7
			Rs.	Rs. A. P.	Rs. A.	Rs. A.
25—Political ...	1	Guard ...	9	9 0 0	12 0	12 0
26—Scientific, etc.	1	Cook ...	10	10 0 0	13 0	13 0
	11	Cooks ...	9	99 0 0	12 0	132 0
	2	Sweepers ...	12	24 0 0	15 9	30 0
	2	Do. ...	10	20 0 0	13 0	26 0
	21	Do. ...	9	189 0 0	12 0	252 0
	8	Malis ...	12	96 0 0	15 0	120 0
	4	Do. ..	11	44 0 0	14 0	56 0
	11	Do. ...	10	110 0 0	13 0	143 0
	3	Do. ...	9	27 0 0	12 0	36 0
	19	Malis ...	9	171 0 0	12 0	228 0
	15	Coolies ...	9	135 0 0	12 0	180 0
	1	Farash ...	9	9 0 0	12 0	12 0
	2	Syces ...	12	24 0 0	15 0	30 0
	1	Syce ...	10	10 0 0	13 0	13 0
	25	Syces ...	9	225 0 0	12 0	300 0
	1	Bhandary ...	10	10 0 0	13 0	13 0
	1	Bottle-washer ...	10	10 0 0	13 0	13 0
	1	Chaukidar ...	12	12 0 0	15 0	15 0
	5	Chaukidars ...	9	45 0 0	12 0	60 0
	1	Khalasi	10	10 0 0	13 0	13 0
	135	Total ...	...	1,280 0 0	...	1,685 0
29—Superannuation	4	Bhisties ...	9	36 0 0	12 0	48 0
	2	Sweepers ...	9	18 0 0	12 0	24 0
	7	Do. ...	9	63 0 0	12 0	84 0
	1	Dome ...	9	9 0 0	12 0	12 0
	14	Total ...	...	126 0 0	...	168 0

Office to which the proposition refers.	No.	Designation.	Present Scale.				Proposed Scale.			
			Pay.	Total cost.			Pay.		Total cost.	
1	2	3	4	5			6		7	
			Rs.	Rs.	A.	P.	Rs.	A.	Rs.	A.
30—Stationery and Printing.	14	Coolies	9	126	0	0	12	0	168	0
	5	Farashes ...	9	45	0	0	12	0	60	0
	1	Sweeper	9	9	0	0	12	0	12	0
	13	Sweepers ...	9	117	0	0	12	0	156	0
	2	Bhisties ...	9	18	0	0	12	0	24	0
	20	Press menials ...	12	240	0	0	15	0	300	0
	4	Ditto ...	11	44	0	0	14	0	56	0
	36	Ditto ...	10	360	0	0	13	0	468	0
	30	Ditto ...	9	270	0	0	12	0	360	0
	125	Total ...	...	1,229	0	0	...		1,604	0
32—Miscellaneous ...	1	Sweeper ...	1	12	0	0	15	0	15	0
	2	Sweepers ...	9	18	0	0	12	0	24	0
	1	Mali ...	9	9	0	0	12	0	12	0
	2	Malis ...	9	18	0	0	12	0	24	0
	5	Chaukidars ...	12	60	0	0	15	0	75	0
	17	Ditto ...	9	153	0	0	12	0	204	0
	28	Total ...	...	270	0	0	...		354	0
42—Irrigation ...	1	Sweeper ...	9	9	0	0	12	0	12	0
	1	Fireman ...	12	12	0	0	15	0	15	0
	2	Total ...	...	21	0	0	...		27	0
43—Irrigation ...	1	Sweeper ...	12	12	0	0	15	0	15	0
	4	Sweepers ...	9	36	0	0	12	0	48	0
	2	Malis ...	9	18	0	0	12	0	24	0
	1	Cooly ...	9	9	0	0	12	0	12	0
	2	Farashes ...	9	18	0	0	12	0	24	0
	10	Total ...	...	93	0	0	...		123	0

Office to which the proposition refers.	No.	Designation.	Present Scale.		Proposed Scale.	
			Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7
			Rs. A. P.	Rs. A. P.	Rs. A.	Rs. A.
45A—Civil Works ...	1	Khansama ...	12 0 0	12 0 0	15 0	15 0
	3	Khansamas ...	10 0 0	30 0 0	13 0	39 0
	1	Khansama ...	9 0 0	9 0 0	12 0	12 0
	9	Khansamas ...	9 0 0	81 0 0	12 0	108 0
	2	Bhisties ...	9 0 0	18 0 0	12 0	24 0
	6	Sweepers ...	9 0 0	54 0 0	12 0	72 0
	1	Mali ...	10 0 0	10 0 0	13 0	13 0
	1	Do. ...	9 0 0	9 0 0	12 0	12 0
	1 *	Guard ...	10 0 0	10 0 0	13 0	13 0
	18	Guards ...	9 0 0	162 0 0	12 0	216 0
	43	Total ...	...	395 0 0	...	524 0
45B—Public Works	4	Malis ...	10 0 0	40 0 0	13 0	52 0
	3	Do. ...	9 0 0	27 0 0	12 0	36 0
	1	Sweeper ...	9 0 0	9 0 0	12 0	12 0
	11	Sweepers ...	9 0 0	99 0 0	12 0	132 0
	10	Farashes ...	9 0 0	90 0 0	12 0	120 0
	2	Bhisties ...	9 0 0	18 0 0	12 0	24 0
	1	Cooly ...	9 0 0	9 0 0	12 0	12 0
	1	Litho khalasi ...	11 0 0	11 0 0	14 0	14 0
	1	Ditto ...	9 8 0	9 8 0	12 8	12 8
	3	Litho khalasis ...	9 0 0	27 0 0	12 0	36 0
	1	Jamadar ...	9 0 0	9 0 0	12 0	12 0
		Hill allowance of 1 ...	1 12 9	1 12 9	...	...
	1	Chaukidar ...	10 0 0	10 0 0	13 0	13 0
	2	Chaukidars ...	9 8 0	19 0 0	12 8	25 0
	1	Hammerman ...	12 0 0	12 0 0	15 0	15 0
	42	Total ...	...	391 4 9	...	515 8
		Grand Total ...	...	28,080 4 9	...	37,208 8 + 400%
						37,608 8

	Rs.	A.	P.
Extra cost per mensem	9,528	3	3
" " " annum	1,14,338	7	0

* Approximate extra cost of raising the minimum for contingency menials in Calcutta (excluding Alipore) up to Rs. 13. Precise figures not available.

Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paid out of contingencies in C districts.

Office to which the proposition refers.	No.	Designation.	Present Scale.		Proposed Scale.	
			Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7
			Rs.	Rs A. P.	Rs.	Rs
3—Land Revenue ...	4	Farashes ...	8	32 0 0	11	44
	3	Sweepers ...	8	24 0 0	11	33
	1	Mali ...	8	8 0 0	11	11
	1	Do. ...	8	8 0 0	11	11
	2	Chaukidars ...	8	16 0 0	11	22
	3	Caretakers ...	8	24 0 0	11	33
	14	Total ...	...	112 0 0	...	154
12—Registration ...	11	Chaukidars ...	8	88 0 0	11	121
19A—Law and Justice.	5	Sweepers ...	8	40 0 0	11	55
	1	Farash ...	8	8 0 0	11	11
	24	Chaukidars ...	8	192 0 0	11	264
	30	Total ...	...	240 0 0		330
19B—Jails ...	1	Sweeper ...	8	8 0 0	11	11
	2	Cartmen ...	8	16 0 0	11	22
	3	Total ...	...	24 0 0	...	33
20—Police ...	6	Sweepers ..	8	48 0 0	11	66
	1	Bhisty ...	8	8 0 0	11	11
	2	Bhisties ...	8	16 0 0	11	22
	1	Cook ...	10	10 0 0	13	13
	2	Cooks ...	8	16 0 0	11	22
	1	Hospital servant ...	8	8 0 0	11	11
	13	Total ...	...	106 0 0	...	145

Office to which the proposition refers.	No.	Designation.	Present Scale.		Proposed Scale.	
			Pay.	Total cost.	Pay.	Total cos
1	2	3	4	5	6	7
			Rs.	Rs. A. P.	Rs.	Rs.
22—Education ...	1	Mali ...	8	8 0 0	11	11
	1	Do. ...	8	8 0 0	11	11
	2	Sweepers ...	8	16 0 0	11	22
	1	Chaukidar ...	8	8 0 0	11	11
	11	Servants ...	8	88 0 0	11	121
	16	Total ...	...	128 0 0	...	176
23—Ecclesiastical ...	2	Bhisties ...	8	16 0 0	11	22
	1	Chaukidar ...	8	8 0 0	11	11
	3	Total ...	...	24 0 0	...	33
24—Medical ...	2	Sweepers ...	8	16 0 0	11	22
	1	Cook ...	8	8 0 0	11	11
	3	Total ...	...	24 0 0	...	33
32—Miscellaneous ...	2	Khitmatgars ...	10	20 0 0	13	26
	1	Sweeper ...	8	8 0 0	11	11
	1	Chaukidar ...	8	8 0 0	11	11
	4	Total ...	...	36 0 0	...	48
42—Irrigation ...	2	Sweepers ...	8	16 0 0	11	22
	2	Guards ...	8	16 0 0	11	22
	20	Patrols ...	8	160 0 0	11	220
	24	Total ...	...	192 0 0		264
45A—Civil Works ...	1	Khansama ...	8	8 0 0	11	11
	1	Ditto ...	8	8 0 0	11	11
	1	Guard ...	8	8 0 0	11	11
	3	Total ...	...	24 0 0	...	33
		Grand Total ...	...	998 0 0	...	1,370

	Rs.
Extra cost per mensem	372
,, ,, ,, annum	4,464

Statement of proposition for revision of pay of temporary menials in A districts.

Office to which the proposition refers.	No.	Designation.	Present Scale.				Proposed Scale.	
			Pay.	Total cost.			Pay.	Total cost.
1	2	3	4	5			6	7
			Rs.	Rs.	A.	P.	Rs.	Rs.
3—Land Revenue ...	2	Peons ...	12	24	0	0	15	30
	3	Do. ...	11	33	0	0	15	45
	40	Do. ...	11	440	0	0	15	600
	1	Duftry ...	11	11	0	0	15	15
	2	Beldars ...	10	20	0	0	13	26
	5	Do. ...	9	45	0	0	12	60
	1	Guard ...	9	9	0	0	12	12
	5	Chainmen ...	11	55	0	0	15	75
	59	Total ...	...	637	0	0	...	863
9—Customs ...	2	Peons ...	11	22	0	0	15	30
10—Assessed Taxes ...	14	Peons ...	11	154	0	0	15	210
12—Registration ...	2	Duftries ...	11	22	0	0	15	30
18—General Administration.	1	Duftry ...	11	11	0	0	15	15
	3	Peons ...	11	33	0	0	15	45
	11	Packers ...	9	99	0	0	12	132
	6	Lascars ...	11	66	0	0	15	90
	21	Total ...	...	209	0	0	...	282
19A—Law and Justice.	10	Peons ...	11	110	0	0	15	150
	3	Burkandazes ...	11	33	0	0	15	45
	3	Duftries ...	11	33	0	0	15	45
	3	Durwans ...	11	33	0	0	15	45
	19	Total ...	...	209	0	0	...	285
19B—Jails ...	6	Peons ...	11	66	0	0	15	90
	1	Duftry ...	11	11	0	0	15	15
	2	Durwans ...	11	22	0	0	15	30
	9	Total ...	...	99	0	0	...	135

Office to which the proposition refers.	No.	Designation.	Present Scale.				Proposed Scale.	
			Pay.	Total cost.			Pay.	Total cost.
1	2	3	4	5.			6	7
			Rs.	Rs.	A.	P.	Rs.	Rs.
22—Education ...	22	Peons ...	11	242	0	0	15	330
	2	Duftries ...	11	22	0	0	15	30
	4	Durwans ...	11	44	0	0	15	60
	5	Servants ...	9	45	0	0	12	60
	4	Chaukidars ...	12	48	0	0	15	60
	2	Pumpmen ...	9	18	0	0	12	24
	39	Total ...		419	0	0	...	564
23—Ecclesiastical ...	2	Peons ...	11	22	0	0	15	30
	1	Durwan ...	11	11	0	0	15	15
	3	Total ...	...	33	0	0	...	45
24—Medical ...	4	Warders ...	11	44	0	0	15	60
	4	Bearers ...	11	44	0	0	15	60
	1	Durwan ...	11	11	0	0	15	15
	1	Peon ...	11	11	0	0	15	15
	1	Hurkurah ...	9	9	0	0	12	12
	16	Ayahs ...	9	144	0	0	12	192
	1	Ward servant ...	9	9	0	0	12	12
	20	Total ...	...	272	0	0	...	366
26—Scientific ...	56	Peons ...	11	616	0	0	15	840
	1	Duftry ...	12	12	0	0	15	15
	1	Do. ...	11	11	0	0	15	15
	58	Total ...	...	639	0	0	...	870
30—Stationery and Printing.	7	Peons ...	11	77	0	0	15	105
	4	Durwans ...	11	44	0	0	15	60
	11	Total ...	...	121	0	0	...	165

Office to which the proposition refers.	No.	Designation.	Present Scale.					Proposed Scale.	
			Pay.	Total cost.				Pay.	Total cost.
1	2	3	4	5				6	7
			Rs.	Rs.	A.	P.		Rs.	Rs.
42—Irrigation ...	2	Peons ...	11	22	0	0		15	30
	2	Durwans ...	11	22	0	0		15	30
	7	Manjhis ...	11	77	0	0		15	105
	1	Dandy ...	11	11	0	0		15	15
	1	Bhandary ...	10	10	0	0		13	13
	17	Khalasis ...	11	187	0	0		14	238
	8	Dâk-runners ...	11	88	0	0		14	112
	3	Gauge-readers ...	11	33	0	0		14	42
	41	Total ...	...	450	0	0		...	585
43—Irrigation ...	4	Peons ...	11	44	0	0		15	60
	1	Durwan ...	11	11	0	0		15	15
	2	Manjhis ...	12	24	0	0		15	30
	1	Manjhi ...	11	11	0	0		15	15
	8	Khalasis ...	12	96	0	0		15	120
	1	Khalasi ...	11	11	0	0		14	14
	10	Khalasis ...	11	110	0	0		14	140
	1	Bhandary ...	12	12	0	0		15	15
	3	Bhandaries ...	11	33	0	0		14	42
	2	Dinghimen ...	9	18	0	0		12	24
	1	Burkandaz ...	11	11	0	0		15	15
	1	Treasure-guard ...	11	11	0	0		15	15
	1	Diver ...	12	12	0	0		15	15
	1	Do. ...	10	10	0	0		13	13
	2	Tindals ...	12	24	0	0		15	30
	6	Dâk-runners ...	11	66	0	0		14	84
	45	Total ...	...	504	0	0		...	647
45B—Public Works	47	Peons ...	11	517	0	0		15	* 705
	3	Durwans ...	11	33	0	0		15	45
	3	Duftries... ...	11	33	0	0		15	45
	2	Chaukidars ...	9	18	0	0		12	24
	1	Khalasi ...	12	12	0	0		15	15
	53	Total ...	...	613	0	0		...	834
		Grand Total ...	...	4,403	0	0		...	5,911 + 100*
									6,011

	Rs.
Extra cost per mensem	1,618
" " " annum	19,293

* Approximate extra cost of raising the minimum for contingency menials in Calcutta (excluding Alipore) up to Rs. 13 precise figures not available.

Statement of proposition for revision of pay of temporary menials in B districts.

Office to which the proposition refers.	No.	Designation.	Present Scale.				Proposed Scale.	
			Pay.	Total cost.			Pay.	Total cost.
1	2	3	4	5			6	7
			Rs.	Rs.	A.	P.	Rs.	Rs.
3—Land Revenue ...	8	Peons ...	12	96	0	0	13	104
	22	Do. ...	11	242	0	0	13	286
	197	Do. ...	10	1,970	0	0	13	2,561
	442	Do. ...	10	4,420	0	0	13	5,746
	2	Duftrie ...	10	20	0	0	13	26
	7	Do. ...	10	70	0	0	13	91
	3	Putwaries ...	10	30	0	0	13	39
	3	Treasure-carriers ...	9	27	0	0	12	36
	5	Ferrymen ...	9	45	0	0	12	60
	4	Guards ...	12	48	0	0	15	60
	26	Do. ...	9	234	0	0	12	312
	4	Tent-kl[redacted] ...	9	36	0	0	12	48
	30	Chainmen ...	10	300	0	0	13	390
	22	Ditto ...	10	220	0	0	13	286
	1	Manjhi ...	10	10	0	0	14	14
	2	Halsanas ...	10	20	0	0	13	26
	778	Total ...	...	7,788	0	0	...	10,085
10—Assessed Taxes ...	2	Peons ...	10	20	0	0	13	26
11—Forests ...	1	Caulker	10	10	0	0	13	13
	1	Do. ...	9	9	0	0	13	13
	3	Manjhis ...	12	36	0	0	14	42
	79	Do. ...	10	790	0	0	14	1,106
	188	Do. ...	10	1,880	0	0	14	2,632
	1	Duftry ...	11	11	0	0	13	13
	17	Peons ...	10	170	0	0	13	221
	7	Do. ...	10	70	0	0	13	91
	1	Chaukidar ...	10	10	0	0	13	13
	21	Chaukidars ...	9	189	0	0	12	252
	1	Dâkwala ...	10	10	0	0	13	13
	2	Dâkwalas ...	10	20	0	0	13	26
	2	Drift-watchers ...	10	20	0	0	13	26
	1	Drift-watcher ...	9	9	0	0	12	12
	3	Patrol-watchers ...	9	27	0	0	12	36
	328	Total ...	...	3,261	0	0	...	4,509

Office to which the proposition refers.	No.	Designation.	Present Scale.		Proposed Scale.	
			Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7
			Rs.	Rs. A. P.	Rs.	Rs.
12—Registration ...	19	Peons ...	10	190 0 0	13	247
	2	Guards ...	10	20 0 0	13	26
	4	Duftries ...	10	40 0 0	13	52
	25	Total ...	...	250 0 0	...	325
18—General Administration.	1	Guard ...	9	9 0 0	12	12
19A—Law and Justice.	5	Chaukidars ...	9	45 0 0	12	60
	4	Peons ...	10	40 0 0	13	52
	9	Total ...	...	85 0 0	...	112
19B—Jails ...	7	Peons ...	10	70 0 0	13	91
	1	Duftry ...	10	10 0 0	13	13
	2	Duftries ...	10	20 0 0	13	26
	10	Total ...	...	100 0 0	...	130
20—Police ...	6	Boat serangs ...	10	60 0 0	14	84
	24	Crew ...	10	240 0 0	14	336
	1	Muchi ...	10	10 0 0	13	13
	1	Mahut ...	9	9 0 0	12	12
	1	Peon ...	10	10 0 0	13	13
	33	Total ...	...	329 0 0	...	458
22—Education ...	10	Peons ...	10	100 0 0	13	130
	3	Durwans ...	10	30 0 0	13	39
	1	Chaukidar ...	10	10 0 0	13	13
	13	Servants ...	9	117 0 0	12	156
	1	Goala ...	9	9 0 0	12	12
	28	Total ...	...	266 0 0	...	350
24—Medical ...	1	Goala ...	9	9 0 0	12	12
	2	Peons ...	10	20 0 0	13	26
	1	Attendant ...	9	9 0 0	12	12
	1	Chaukidar ...	9	9 0 0	12	12
	1	Dispensary servant ...	9	9 0 0	12	12
	6	Total ...	...	56 0 0	...	74

Office to which the proposition refers.	No.	Designation.	Present Scale.		Proposed Scale.	
			Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7
			Rs.	Rs. A. P.	Rs.	Rs.
26—Scientific, etc.	3	Peons ...	10	30 0 0	13	39
	1	Durwan ...	10	10 0 0	13	13
	1	Chaukidar ...	9	9 0 0	12	12
	2	Mallas ...	9	18 0 0	14	28
	7	Total ...	...	67 0 0	...	92
43—Irrigation ...	1	Manjhi ...	12	12 0 0	14	14
	7	Manjhis ...	10	70 0 0	14	98
	77	Do. ...	10	770 0 0	14	1,078
	23	Peons ...	10	230 0 0	13	299
	4	Gauge-readers ...	10	40 0 0	13	52
	1	Traffic patrol ...	10	10 0 0	13	13
	1	Ditto ...	9	9 0 0	12	12
	1	Guard ...	10	10 0 0	13	13
	4	Guards ...	9	36 0 0	12	48
	3	Burkandazes ...	10	30 0 0	13	39
	1	Bhandary ...	11	11 0 0	14	14
	2	Khalasis ...	12	24 0 0	13	26
	1	Dafadar ...	12	12 0 0	13	13
	1	Duftry ...	10	10 0 0	13	13
	127	Total ...	...	1,274 0 0	...	1,732
45A—Civil Works ...	1	Bearer ...	10	10 0 0	13	13
45B—Public Works	8	Peons ...	10	80 0 0	13	104
	25	Do. ...	10	250 0 0	13	325
	1	Chaukidar ...	12	12 0 0	15	15
	2	Chaukidars ...	10	20 0 0	13	26
	11	Ditto ...	9	99 0 0	12	132
	1	Duftry ...	12	12 0 0	13	13
	1	Do ...	10	10 0 0	13	13
	1	Tent-khalasi ...	9	9 0 0	12	12
	7	Chainmen ...	10	70 0 0	13	91
	57	Total ...	...	562 0 0	...	731
		Grand Total ...	...	14,077 0 0	...	18,649

	Rs.
Extra cost per mensem	4,572
" " " annum	54,864

Statement of proposition for revision of pay of temporary menials in in C districts.

Office to which the proposition refers.	No.	Designation.	Present Scale.		Proposed Scale.	
			Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7
			Rs.	Rs. A. P.	Rs.	Rs.
3—Land Revenue ...	1	Peon ...	12	12 0 0	12	12
	263	Peons ...	9	2,367 0 0	12	3,156
	1	Duftry ...	10	10 0 0	12	12
	1	Do. ...	9	9 0 0	12	12
	2	Duftries ...	9	18 0 0	12	24
	6	Inkmen ...	8	48 0 0	11	66
	5	Guards ...	8	40 0 0	11	55
	1	Tahsildar ...	10	10 0 0	13	13
	1	Chainman ...	9	9 0 0	12	12
	1	Manjhi ...	9	9 0 0	12	12
	282	Total ...	...	2,532 0 0	...	3,374
12—Registration ...	18	Peons ...	9	162 0 0	12	216
	11	Guards ...	8	88 0 0	11	121
	1	Duftry ...	9	9 0 0	12	12
	30	Total ...	...	259 0 0	...	349
19[illegible]—Jails ...	1	Cowboy ...	8	8 0 0	11	11
23—Ecclesias ical ...	1	Bearer ...	9	9 0 0	12	12
32—Miscellaneous ...	1	Chaukidar ...	10	10 0 0	13	13
42—Irrigation ...	2	Peons ...	9	18 0 0	12	24
	2	Durwans ...	9	18 0 0	12	24
	1	Manjhi ...	10	10 0 0	12	12
	5	Manjhis ...	9	45 0 0	12	60
	1	Dandy ...	9	9 0 0	12	12
	2	Bhandaries ...	9	18 0 0	12	24
	4	Khalasis ...	11	44 0 0	12	48
	13	Do. ...	9	117 0 0	12	156
	8	Dâk-runners ...	9	72 0 0	12	96
	1	Gauge-reader ...	10	10 0 0	13	13
	2	Gauge-readers ...	9	18 0 0	12	24
	1	Engine-driver ...	12	12 0 0	15	15
	42	Total ...	...	391 0 0	...	508

Office to which the proposition refers.	No.	Designation.	Present Scale. Pay.	Present Scale. Total cost.	Proposed Scale. Pay.	Proposed Scale. Total cost.
1	2	3	4	5	6	7
			Rs.	Rs. A. P.	Rs.	Rs.
43—Irrigation ...	6	Dâk-runners ...	9	54 0 0	12	72
	1	Manjhi ...	9	9 0 0	12	12
	7	Total ...	...	63 0 0	...	84
45B—Public Works ...	5	Peons	9	45 0 0	12	60
		Grand Total ...	...	3,317 0 0	...	4,411

	Rs.
Extra cost per mensem	1,094
,, ,, ,, annum	13,128

Menials on special rates of pay.

(These statements do not show all the menials employed in the different offices, but only certain miscellaneous classes.)

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Conservator of Forests—								
Forest Guards	18	9	...	162 0 0				
Ditto	16	42	...	672 0 0				
Ditto	14	65	...	910 0 0	15—½—19	342	17 0 0	5,814 0 0
Ditto	12	88	...	1,056 0 0				
Ditto	10	97	...	920 0 0				
Ditto	9	41	...	369 0 6				
Total ...		342		4,139 0 0				
Commissioner of Police, Calcutta—								
Record-supplier	15	1	...	15 0 0	20—½—27	1	22 9 0	22 9 0
Poddar	15—1—20	1	18 12 0	18 12 0	20—½—25	1	22 1 4	22 1 4
Jamadar	12—1—15	1	14 8 9	14 8 9	15—½—19*	2	17 0 0	34 0 0
Dresser	15—½—18	1	17 3 2	17 3 2				
Total ...	...	4	...	65 7 11	...	4	...	78 10 4
Small Cause Court, Calcutta—								
Court Overseer	15	1	...	15 0 0	20—½—32	1	25 3 2	25 3 2
Registrar, Co-operative Societies—								
Record-suppliers	10—½—20	2	15 0 0	30 0 0	20—½—27	2	22 9 0	45 2 0
Duftry	10—½—15	1	13 5 4	13 5 4	15—½—19	1	17 0 0	17 0 0
Manjhi	15	1	...	15 0 0	19—20—21	1	20 2 8	20 2 8
Total ...	...		...	58 5 4	...	4	...	82 4 8

* The present dresser may be allowed to draw Rs. 16—½—19.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Superintendent, Civil Veterinary Department—								
Duftry and Record-supplier ...	10—½—15	1	13 5 4	13 5 4	15—⅝—19	1	17 0 0	17 0 0
Director of Land Records—								
Record-supplier	15—½—20	1	18 5 4	18 5 4	20—¼—27	1	22 9 0	22 9 0
Duftry	10—½—15	1	13 5 4	13 5 4	15—½—19	1	17 0 0	17 0 0
Total ...		2		31 10 8		2		39 9 0
Agent for Government Consignments—								
Jamadars	14—¾—20	4*	18 3 2	72 12 8	15—½—19	4	17 0 0	68 0 0
Book Depôts—								
Record-suppliers	15—½—25	4	20 0 0	80 0 0	20—¼—27	4	22 9 0	90 4 0
Head duftry	20	1†	...	20 0 0	20—¼—27	1	22 9 0	22 9 0
Duftries	12	6†	...	72 0 0	15—½—19	6	17 0 0	102 0 0
Total ...		11		172 0 0		11		214 13 0
Board of Revenue—								
Record-suppliers	15—½—25	6	20 0 0	120 0 0	20—¼—32	6	25 3 2	151 3 0
Duftries	15—½—25	3	20 0 0	60 0 0	20—¼—27	3	22 9 0	67 11 0
Jamadar	14—¾—20	1	18 3 2	18 3 2	20—¼—24	1	22 12 9	22 12 9
Total ...		10		198 3 2		10		241 10 9
Registrar, Joint Stock Companies—								
Duftry and Record-supplier ...	10—½—15	1	13 5 4	13 5 4	15—½—19	1	17 0 0	17 0 0
Director of Public Instruction—								
Record Duftries	10—½—20	2	15 0 0	30 0 0	20—¼—27	2	22 9 0	45 2 0
Ditto	10—½—15	4	13 5 4	53 5 4	15—½—19	4	17 0 0	68 0 0
Total ...		6		83 5 4		6		113 2 0
Protector of Emigrants—								
Duftry	10—½—15	1	13 5 4	13 5 4	15—½—19	2	17 0 0	34 0 0
Durwan	15	1	...	15 0 0				
Total ...		2		28 5 4		2		34 0 0
Director of Public Health—								
Record-supplier	15—½—20	1	18 5 4	18 5 4	20—¼—27	1	22 9 0	22 9 0
Surgeon-General—								
Record suppliers	15—½—20	2	18 5 4	36 10 8	20—¼—27	2	22 9 0	45 2 0
Duftry	15—½—20	1	18 5 4	18 5 4	15—½—19‡	2	17 0 0	34 0 0
Jamadar	12—½—15	1	14 3 2	14 3 2				
Total ...		4		69 3 2		4		79 2 0

* The present incumbents should be allowed to draw Rs. 15—¾—21.
† These posts are now temporary but Government have agreed to make them permanent.
‡ The present duftry may be allowed to draw Rs. 16—½—21.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Collector of Customs, Chittagong—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Jamadars	15	2	...	30 0 0	13—½—17*	2	15 0 0	30 0 0
Carpenter	15	1	...	15 0 0	25—2—35	1	32 8 0	32 8 0
Manjhi	15	1	...	15 0 0	19—5—21	1	20 2 8	20 2 8
Total ...		4		60 0 0		4		82 10 8
Inspector-General of Prisons—								
Record-supplier	15—¼—20	1	18 5 4	18 5 4	20—¼—27	1	22 9 0	22 9 0
Duftry	10—½—15	1	13 5 4	13 5 4	15—½—19	1	17 0 0	17 0 0
Total ...		2		31 10 8		2		39 9 0
Inspector-General of Registration—								
Record-supplier	10—½—20	1	15 0 0	15 0 0	20—¼—27	1	22 9 0	22 9 0
Ditto	10—½—15	1	13 5 4	13 5 4	15—½—19	1	17 0 0	17 0 0
Duftry in the Burial Registration Office.	15—½—18	1	17 3 2	17 3 2	13—½—17†	1	15 0 0	15 0 0
Total ...		3		45 8 6		3		54 9 0
Calcutta Collectorate—								
Book-binder	12—½—15	1	14 3 2	14 3 2				
Jamadar	12—½—15	1	14 3 2	14 3 2	15—½—19	5	17 0 0	85 0 0
Head Paper-sorters	12—¾—15	2	14 4 0	28 8 0				
Head Pressman	12—¾—15	1	14 4 0	14 4 0				
Total ...		5		71 2 4		5		85 0 0
Presidency Opium Godown—								
Jamadar	18	1	...	18 0 0	15—½—19	2	17 0 0	34 0 0
Naib Jamadar	14	1	...	14 0 0				
Total ...		2		32 0 0		2		34 0 0
Collector of Income-tax—								
Jamadar	12—1—15	1	14 8 9	14 8 9	15—½—19	1	17 0 0	17 0 0
Legislative Department—								
Duftries	15—½—25	3	20 0 0	60 0 0	20—¼—27	3	22 9 0	67 11 0
Jamadar	14—¾—20	1	18 3 2	18 3 2	20—¾—24	1	22 12 9	22 12 9
Total ...		4		78 3 2		4		99 7 9
Administrator-General and Official Trustee—								
Collecting Durwan	21-8	1	...	21 8 0	20—⅔—30	1	24 2 8	24 2 8
Assistant Collecting Durwan ...	12	1	...	12 0 0				
Durwans	5	2	...	10 0 0				
Jamadar	18	1	...	18 0 0				
Do.	14	1	...	14 0 0	15—½—19	10	17 0 0	170 0 0
Duftry...	16	1	...	16 0 0				
Do.	12	1	...	12 0 0				
Duftries	5-8	2	...	11 0 0				
Chaprasi	12—½—15	1	14 3 2	14 3 2				
Total ...		11		128 11 2		11‡		194 2 8

* Present incumbent to draw Rs. 18.
† The present incumbent to be on Rs. 16—½—19.
‡ The Administrator General and Official Trustee has proposed an increased menial staff of 32 men for his office. We consider 30 would be sufficient and if sanctioned 29 including the ten in this statement should be put on the scale of Rs. 15—½—19.

Present Scale.					Proposed Scale.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Juvenile Court and House of Detention—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Jamadar	13—1—16	1	15 8 9	15 8 9	15—½—19	1	17 0 0	17 0 0
Assistant Inspectress of Schools, 24-Parganas, Jessore and Khulna—								
Orderly	10—½—15	1	13 5 4	13 5 4	15—½—19	1	17 0 0	17 0 0
Assistant Inspectress of Schools for Muhammadan Education, Zenana work (Presidency and Burdwan Divisions)—								
Orderly	12—½—15	1	14 3 2	14 3 2	15—½—19	1	17 0 0	17 0 0
Hindu Female Training School—								
Jhees	8	3	...	24	13	3	...	39 0 0
Legal Remembrancer—								
Jamadar	14—¾—20	1	18 3 2	18 3 2	20—½—24	1	22 12 9	22 12 9
Director of Fisheries—								
Duftry	12—½—20	1	16 8 6	16 8 6	15—½—19*	1	17 0 0	17 0 0
Port Office, Calcutta—								
Jamadar	14—¾—20	1	18 3 2	18 3 2	15—½—19†	1	17 0 0	17 0 0
Medical College Hospital—								
Durwans	14	12	...	168 0 0	15—½—19	12	17 0 0	204 0 0
Clothiers	18	2	...	36 0 0	22	2	...	44 0 0
Clothier	17	1	...	17 0 0	20	1	...	20 0 0
Electric Mechanic	25	1	...	25 0 0	30	2	...	60 0 0
Native Engineer	25	1	...	25 0 0				
Total ...		17		271 0 0		17		328 0 0
Medical College—								
Duftry	14	1	...	14 0 0	15—½—19	1	17 0 0	17 0 0
Injector	20—1—35	1	28 12 0	28 12 0	20—1—35	1	28 12 0	28 12 0
Mistri	25—1—30	1	28 12 0	28 12 0	25—1—30	1	28 12 0	28 12 0
Total ...		3		71 8 0		3		74 8 0
Presidency General Hospital—								
Dresser	14	4	...	56 0 0	15—½—19‡	4	17 0 0	68 0 0
Cutter	15—1—20	1	18 12 0	18 12 0	20—1—25	1	23 12 0	23 12 0
Total ...		5		74 12 0		5		91 12 0
Sambhu Nath Pandit Hospital—								
Peon	14	1	...	14 0 0	15—½—19	3	17 0 0	51 0 0
Durwan	14	1	...	14 0 0				
Dresser	14	1	...	14 0 0				
Total ...		3		42 0 0		3		51 0 0

* The present incumbent to be on Rs. 15—½—21.
† The present incumbent to be on Rs. 15—¾—21.
‡ Initial pay should be adjusted so as to merge Grain Compensation Allowance.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Campbell Hospital—								
Dressers	14	5	...	70 0 0				
Durwans	14	7	...	98 0 0				
Duftry	14	1	...	14 0 0	15—½—19	17	17 0 0	289 0 0
Peon	14	1	...	14 0 0				
Orderly	14	1	...	14 0 0				
Bearers	14	2	...	28 0 0				
Clothier	16	1	...	16 0 0	18	1	...	18 0 0
Total ...		18		254 0 0		18		307 0 0
Campbell Medical School—								
Duftry	14	1	...	14 0 0				
Peons	14	2	...	28 0 0	15—½—19	10	17 0 0	170 0 0
Durwans	14	2	...	28 0 0				
Bearers	14	5	...	70 0 0				
Cutter	16	1	...	16 0 0	20—1—25	1	23 12 0	23 12 0
Engine-driver	30	1	...	30 0 0	36	1	...	36 0 0
Total ...		12		186 0 0		12		229 12 0
Bhowanipur Lunatic Asylum—								
Head-keeper	20—1—25	1	23 12 0	23 12 0	25—1—30	1	23 12 0	28 12 0
Keepers	10—1—15	3	13 12 0	41 4 0	15—½—19	4	17 0 0	68 0 0
Darwan	10—1—15	1	13 12 0	13 12 0				
Total ...		5		78 12 0		5		96 12 0
Custom House, Calcutta—								
Rummaging peons	15—18	10	16 8 0	165 0 0	15—½—19	10	170 0 0	170 0 0
Agriculture Department—								
Duftry	15	1	...	15 0 0	13—½—17	1	15 0 0	15 0 0
Record-supplier	10—½—15	1	13 5 4	13 5 4	18—¼—25	1	20 9 0	20 9 0
Laboratory servants	15	3	...	45 0 0	20—½—30 —1—35	4	26 4 0	105 0 0
Preparer	20	1	...	20 0 0				
Total ...		6		93 5 4		6		140 9 0
Inspector-General of Police—								
Record-suppliers	15—½—20	3	18 5 4	55 0 0	20—½—27	3	22 9 0	67 11 0
Duftries	10—½—15	2	13 5 4	26 10 8	15—½—19	2	17 0 0	34 0 0
Total ...		5		81 10 8		5		101 11 0

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Offices subordinate to the Inspector-General of Police—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Carter	15	1	...	15 0 0	18	1	...	18 0 0
Mahut	16	2	...	32 0 0	18	2	...	36 0 0
"	14	4	...	56 0 0	16	4	...	64 0 0
Manihi	16	1	...	16 0 0	19—20—21	1	20 2 8	20 2 8
Mallahs	13	2	...	26 0 0	14—½—18	2	16 0 0	32 0 0
Jamadar mahut	18—1—24	1	22 6 5	22 6 5	20—1—26	1	24 6 5	24 6 5
Lampman	50*	1	...	50 0 0	55	1	...	55 0 0
Jamadar sweeper	20	1	...	20 0 0	21	1	...	21 0 0
Sweeper	14	2	...	28 0 0	16	2	...	32 0 0
Hospital warders	10 Plus ward allowance of Rs. 2.	9	...	108 0 0	16—½—20†	9	18 0 0	162 0 0
Total ...		24		373 6 5		24		464 9 1
Chief Engineer, Public Health Department—								
Duftry	10—1—15	1	13 12 0	13 12 0	15—½—19	1	17 0 0	17 0 0
Secretariat Record Room—								
Record-suppliers	15—¼—25	20	20 0 0	400 0 0	20—¼—32	20	25 3 2	503 15 4
Duftry	15—¼—25	1	20 0 0	20 0 0	20—¼—27	1	22 9 0	22 9 0
Total ...		21		420 0 0		21		526 8 4
HIGH COURT.								
Original Side—								
Jamadars	14—¾—20	3	18 3 2	54 9 6	15—½—19‡	3	17 0 0	51 0 0
Duftries	15—½—25	5	20 0 0	100 0 0	20—¼—27	5	22 9 0	112 13 0
Record arrangers	15—¼—25	6	20 0 0	120 0 0	20—¼—32	6	25 3 2	151 3 0
Peons, orderlies, durwans and chaprasies.	10—1—12	50	11 11 9	596 11 6	15—½—19	50	17 0 0	850 0 0
Farashes	10—1—12	6	11 11 9	70 6 6	13—1—15	6	14 11 9	88 6 6
Total ...		70		931 11 6		70		1,253 6 6
Appellate Side—								
Duftries	15—¼—25	11	20 0 0	220 0 0	20—¼—27	11	22 9 0	248 3 0
Record arrangers	15—¼—25	7	20 0 0	140 0 0	20—¼—32	7	25 3 2	176 6 2
Hon'ble Judges' jamadars	14—¾—20	14	18 3 2	254 12 4	20—¼—24	14	22 12 9	319 2 6
Jamadars	14—¾—20	4	18 3 2	72 12 8	15—½—19‡	4	17 0 0	68 0 0
Peons	10—1—12	108	11 11 9	1,267 5 0	15—½—19	108	17 0 0	1,836 0 0
Total ...		144		1,954 14 0		144		2,647 11 8
Official Receiver—								
Duftry	15—¼—25	1	20 0 0	20 0 0	20—¼—27	1	22 9 0	22 9 0
Peons	10—1—12	3	11 11 9	35 3 3	15—½—19	3	17 0 0	51 0 0
Total ...		4		55 3 3		4		7 0 0

* Pay Rs. 22 as lampman and allowance of Rs. 28 for driving motor lorry.
† Ward allowance to cease.
‡ The present incumbents will draw Rs. 15—¾—21.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Superintending Engineer, Eastern Circle—								
Duftry	15	1	...	15 0 0	13—½—17	1	15 0 0	15 0 0
Superintending Engineer, South-Western Circle—								
Record-supplier	12—½—15	1	14 3 2	14 3 2	15—½—19	1	17 0 0	17 0 0
Duftry	12—½—15	3	14 3 2	42 9 6	15—½—19	3	17 0 0	51 0 0
Total ...		4		56 12 8		4		68 0 0
Superintending Engineer, Presidency Circle—								
Record-supplier	12—½—15	1	14 3 2	14 3 2	15—½—19	1	17 0 0	17 0 0
Duftries	12—½—15	5	14 3 2	70 15 10	15—½—19	5	17 0 0	85 0 0
Total ...		6		85 3 0		6		102 0 0
Superintending Engineer, Central Circle—								
Record-supplier	12—½—15	1	14 3 2	14 3 2	15—½—19	1	17 0 0	17 0 0
Duftry	12—½—15	1	14 3 2	14 3 2	15—½—19	1	17 0 0	17 0 0
Total ...		2		28 6 4		2		34 0 0
Commissioner, Burdwan Division—								
Jamadar	12—15	1	14 6 4	14 6 4	13—½—17	1	15 0 0	15 0 0
Weaving School, Serampore—								
Foreman for the dyeing class ...	20	1	...	20 0 0	25	1	...	25 0 0
Bandel Circuit-house—								
Bearer	16	1	...	16 0 0	13—½—17	1	15 0 0	15 0 0
Collector, Bakarganj—								
Manjhi	18	1	...	18 0 0	19—20—21	1	20 2 8	20 2 8
Boatmen	13	2	...	26 0 0	14—½—18	3	16 0 0	48 0 0
Do.	14	1	...	14 0 0				
Total ...		4		58 0 0		4		68 2 8
Deputy Commissioner, Chittagong Hill Tracts—								
Armourer	20	1	...	20 0 0	25—½—30	1	27 1 4	27 1 4
Circuit-house bearer at Chittagong ...	15	1	...	15 0 0	13—½—17	1	15 0 0	15 0 0
Collector, Tippera—								
Manjhi	15	1	...	15 0 0	19—20—21	1	20 2 8	20 2 8

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Collector, Noakhali—								
Manjhi	14	1	...	14 0 0	19—20—21	1	20 2 8	20 2 8
Deputy Commissioner, Darjeeling—								
Literate duftry	15	1	...	15 0 0	15—½—19	1	17 0 0	17 0 0
Commissioner, Presidency Division—								
Jamadars	12—¾—15	2	14 4 0	28 8 0	15—½—19	4	17 0 0	68 0 0
Duftry	10—¼—15	1	13 5 4	13 5 4				
Gate Jamadar	15	1	...	15 0 0				
Total ...		4		56 13 4				
Orderlies of Assistant Inspectresses of Schools and of Inspectress of Schools, Dacca Circle.	12—½—15	11	14 3 2	156 2 10	15—½—19	4	17 0 0	68 0 0
					13—½—17	7	15 0 0	105 0 0
						11		173

Principal, Bengal Veterinary College.

	Rs.		Rs.	Rs.	Rs.		Rs.	Rs.
Bearer	16	1	...	16	15—½—19	1	17	17

Director of Surveys—Special Classes of menials or Inferior Technical Establishment (*vide* page 44).

Office—	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Poddars	15—1—20	2	18 12	37 8	20—½—25	2	22 1 4	44 2 8
Traverse Sections—								
Tindals	20	14	...	280 0	20	14	...	280 0 9
Do.	18	10	...	180 0	18	10	...	180 0 0
Do.	15	15	...	225 0	15	15	...	225 0 0
Malis	13	15	...	195 0	13	15	...	195 0 0
Total ...		54		880 0		54		880 0 0
Drawing Office—								
Pressmen	11	4	...	44 0	14—15*—Nil to 14—30	25	20 6 5	510 0 0
Grainer	12	1	...	12 0				
Do.	11	3	...	33 0				
Forme carriers	11	6	...	66 0				
Polishman	11	4	...	44 0				
Coater	12	1	...	12 0	2			
Do.	11	1	...	11 0				
Time keeper	12	1	...	12 0				
Gummers	11	2	...	22 0				
Inkman	12	1	...	12 0				
Do.	11	1	...	11 0				
Mistri	40	1	...	40 0	40—1—45	1	43 12 0	43 12 0
Total ...		26		319 0		26		553 12 5
Grand Total ...		82		1,236 8		82		1,477 15 1

* Efficiency bar at Rs. 25. Probationary rate of Rs. 14.

Government Gardens, Calcutta.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Eden Garden Calcutta—	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Head Mali	55	1	...	55 0	50—2—70	1	63 5 4	63 5 4
Mali	23	1	...	23 0	25—1—40	1	33 12 0	33 12 0
Mate	15	1	...	15 0	20	1	...	20 0 0
Do.	12	1	...	12 0	15	1	.	15 0 0
Sarkar	20	1	...	20 0	20—1—.0	1	26 10 8	26 10 8
Dalhousie Square Garden—Mali	20	1	...	20 0	20—½—25	1	23 5 4	23 5 4
Curzon Garden—Mali	20	1	...	20 0	20—½—25	1	23 5 4	23 5 4
Total ...		7		165 0		7		205 6 8

Lloyd Botanic Garden, Darjeeling.

	Rs.		Rs.	Rs	Rs.		Rs. A. P.	Rs. A. P.
Sardar	25	1	...	25	30—1—40	1	36 10 8	36 10 8
Blacksmith	16	1	...	16	25—1—30	1	28 12 0	28 12 0
Durwans	10	4	...	40	15—1—19	4	17 0 0	68 0 0
Seedhouse boy	10	1	...	10	13	1	...	13 0 0
Carpenter	24	1	...	24	30—1—40	1	36 10 8	36 10 8
Chowkidar	13	1	...	13	16	1	...	16 0 0
Head mali	18	1	...	18	25—1—30	1	28 12 0	28 12 0
2nd ,, ...	12	1	...	12	15	1	...	15 0 0
3rd ,, ...	10	1	...	10	13	1	...	13 0 0
Total ...		12		168		12		255 13 4

Cinchona Plantation, Mungpoo.

	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A.
Blacksmith	18	1	...	18	25—1—30	1	28 12 0	28 12
Carpenter	29	1	...	29				
Do.	27	1	...	27	30—1—40	3	36 10 8	110 0
Do.	19	1	...	19				
Malis	12	3	...	36	15	3	...	45 0
Do.	11	2	...	22	14	2	...	28 0
Do.	10	1	...	10	13	1	...	13 0
Chaprasi	13	1	...	13	15—1—19	1	17 0 0	17 0
Total ...		11		174		11		241 12

Private Secretary to Governor.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Jamadar	20	1	...	20 0 0	25	1	...	25 0 0
Duftry	15—½—25	1	20 0 0	20 0 0	20—½—27	1	22 9 0	22 9 0
Chaprasi	13-8	3	...	40 8 0	16—½—21	3	18 1 4	54 4 0
Office peons	12	2	...	24 0 0	13—½—18	4	15 1 4	60 5 4
Ditto	11	2	...	22 0 0				
Total ...		9		126 8 0		9		162 2 4

Menials get free quarters.

Military Secretary to Governor.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Jamadar	30	1	...	30 0 0	35	1	...	35 0 0
Duftry	15—1—25	1	21 10 8	21 10 8	20—½—27	2	22 9 0	45 2 0
Do.	15—1—20	1	18 12 0	18 12 0				
Naib jamadar	25	1	...	25 0 0	30	1	...	30 0 0
Ditto	20	1	...	20 0 0	25	1	...	25 0 0
Chobdars	15	2	...	30 0 0	16—½—21	15	18 1 4	271 4 0
Chaprasi	13-8	13	...	175 8 0				
Messengers	10	4	...	40 0 0	13—½—18	4	15 1 4	60 5 4
Total ...		24		360 14 8		24		466 11 4

Menials get free quarters.

Superintendent, Governor's Estate.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head mali	50	1	...	50 0 0	55	1	...	55 0 0
Second mali	20	1	...	20 0 0	25	1	...	25 0 0
Chowkidar	12	1	...	12 0 0	13—½—18	1	15 1 4	15 1 4
Duftry	12—½—15	1	14 3 2	14 3 2	20—½—27	1	22 9 0	22 9 0
Office peons	11	3	...	33 0 0	13—½—18	3	15 1 4	45 4 0
Blacksmith	30	1	...	30 0 0	35	1	...	35 0 0
Barkandas and Peon	12	1	...	12 0 0	13—½—18	1	15 1 4	15 1 4
House bearer	18	1	...	18 0 0	22-8	1	...	22 8 0
House khalasi	11	1	...	11 0 0	13—½—18	2	15 1 4	30 2 8
Ditto	10	1	...	10 0 0				
Total ...		12		210 3 2		12		265 10 4

Menials get free quarters.

Imperial Serologist.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Peons	10	7	...	70 0 0	15—½—19	7	17 0 0	119 0 0
Sweeper	10	1	...	10 0 0	13	1	...	13 0 0
Total ...		8		80 0 0		8		132 0 0

Commissioner of Excise and Salt.

	Rs.		Rs.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
BOAT ESTABLISHMENT.								
B Districts—								
Manjhis	18	3	...	54 0 0	19—20—21	17	20 2 8	342 13 4
Do.	17	5	...	85 0 0				
Do.	16	8	...	128 0 0				
Do.	15	1	...	15 0 0				
Total ...		17		282 0 0		17		342 13 4

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Boatmen	14	16	...	224 0 0				
Do.	13	32	...	416 0 0				
Do.	12	38	...	456 0 0	14—½—18	93	16 0 0	1,488 0 0
Do.	10	2	...	20 0 0				
Do.	9	5*	...	45 0 0				
Total ...		93		1,161 0 0		93		1,488 0 0
C Districts—								
Manjhis	15	2	...	30 0 0	17—18—19	4	18 2 8	72 10 8
Do.	12	2	...	24 0 0				
Total ...		4		54 0 0		4		72 10 8
Boatmen	10	6	...	60 0 0	12—½—16	24	14 0 0	336 0 0
Do.	9	18	...	162 0 0				
Total ...		24		222 0 0		24		336 0 0
Office establishment—								
Record-feeders	20	2	...	40 0 0	20—½—27	2	22 9 0	45 2 0
Duffry	15	1	...	15 0 0	15—½—19	2	17 0 0	34 0 0
Do.	12	1	...	12 0 0				
Total ...		4		67 0 0		4		79 2 0
Ordinary menials—								
Peons	12	110	...	1,320 0 0				
Do.	11	292	...	3,212 0 0	14—½—18	859	16 0 0	13,744 0 0
Do.	10	564	...	5,640 0 0	13—½—17	10	15 0 0	1,605 0 0
Total ...		966		10,172 0 0		966		15,349 0 0 +* 85 0 0
Grand Total ...		...		11,958 0 0		...	...	17,852 10 0
Total for the whole list ...		...		25,701 15 9				35,924 10 9

* Provision for local allowance for men at Calcutta, Howrah Sadar, Alipore and in Darjeeling.

	Rs. A. P.
Extra cost per mensem	10,222 11 0
,, ,, ,, annum	1,22,672 4 0

Revision of the pay of the establishment of Government launches.

119. Before 1917 there was no standard manning scale for the different types of launches and the crew were paid at varying rates receiving in addition ration, mess and local allowances at different rates. In 1917 the Marine Department of the Government after consultation with the Captain Superintendent, Royal Indian Marine Dockyard, the Deputy Director, Royal Indian Marine and consideration of the classification and rates allowed by the inland steamer companies laid down a standard scale of crew and pay for adoption in Government launches of different standard types. The rates of pay were more or less assimilated to those prevalent among the men in the service of the inland steamer companies and were on the whole slightly higher than the rates proposed by the Captain Superintendent, Royal Indian Marine Dockyard, mainly because they were intended to merge the allowances which were

then drawn. For serangs and engine-drivers of A class launches comparitively higher rates were proposed in order to enable properly qualified men to be employed on those vessels.

120. There is reason to believe that a revision of the rates then sanctioned is now necessary. Evidence has been placed before the committee of the discontent of the crew with their existing rates of pay and of the difficulty of obtaining certain classes of men on these rates. The inland steamer companies gave a liberal increase in the pay of their men in December last. A conference was, therefore, called of the Port Officer, the representatives of the inland steamer companies and the Assistant Inspector-General of Police in charge of police launches and certain rates were agreed upon as suitable. It was pointed out to us that all lascars should not get the same rates, as boys of fourteen and fifteen are often recruited who have neither sufficient knowledge nor sufficient strength to perform all the duties that a lascar is called upon to perform. For boy-lascars therefore under the age of 18 we suggest a pay of Rs. 16. All lascars who have had one year's experience and are over 18 years of age should get the proposed standard rates of Rs. 18 for the first five years, Rs. 19 from the sixth to fifteenth year and Rs. 20 afterwards. The inland steamer companies, it may be remarked, pay their laskars a uniform rate of Rs. 20. The pay of the serangs and engine-drivers of A and B class launches are already higher than their revised pay on the launches of the steamer companies. The increase given in these cases is not therefore large. In other cases the pay proposed is a little lower than the steamer company rates, as work on Government launches is easier. Below are shown the manning scale with which we have not interfered, and the existing and the proposed pay for the different types of launches. The existing rates are exclusive of war allowances which the crew draw. The proposed rates should merge these and other allowances, if any.

121. We have not received the full statements of all the launch crews. But we have a list of launches of different classes and have assumed that all have adopted the standard manning scale. On this basis the increase of cost is estimated to be Rs. 61,137 per annum. When however a different manning scale has been adopted the rates proposed in the statements below corresponding to the present rates should also be adopted:—

"A" Type.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Deck crew—								
Serang	50—$\frac{2}{2}$—70	1	64	64	60—3—75	1	71 4 0	71 4 0
Sukhani	22	1	...	22	26	1	...	26 0 0
Tindal	20	1	...	20	24	1	...	24 0 0
Kassub	15	1	...	15	21	1	...	21 0 0
Lascar	14	1	...	14	*18—20	1	19 2 8	*19 2 8
Sweeper	14	1	...	14	18	2	...	36 0 0
Cook	14	1	...	14				
Engine-room crew—								
Driver, 1st class	50—$\frac{2}{2}$—70	1	64	64	60—3—75	1	71 4 0	71 4 0
Stoker-tindal	23	1	...	23	27	1	...	27 0 0
Fireman greaser	20	1	...	20	24	1	...	24 0 0
Coal trimmer	14	1	...	14	*18—20	1	19 2 8	19 2 8
For Electric light—								
Electric light stoker	20	1	...	20	24	1	...	24 0 0
Ditto laskar	15	1	...	15	*18—20	1	19 2 8	19 2 8
Total ...		13		312		13		382 0 0

* Rs. 18 for first five years. Rs. 19 from 6th to 15th year inclusive. Rs. 20 thereafter. Rs. 16 for boy laskars under 18 years of age.

"B" Type.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Deck crew—								
Serang	35—½—50	1	46	46	45—3—60	1	56 4 0	56 4 0
Sukhani	22	1	...	22	26	1	...	26 0 0
Kasaub	20	1	...	20	24	1	..	24 0 0
Lascar	15	1	...	15	*18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14	18	2	...	36 0 0
Cook	14	1	...	14				
Engine-room crew—								
Driver 1st class	35—½—50	1	46	46	45—3—60	1	56 4 0	56 4 0
Engine-room kasaub	20	1	...	20	24	2	...	48 0 0
Fireman and greaser	20	1	...	20				
Coal trimmer	14	1	...	14	*18—20	1	19 2 8	19 2 8
For Electric light—								
Electric light stoker	20	1	...	20	24	1	...	24 0 0
Ditto lascar	15	1	...	15	*18—20	1	19 2 8	19 2 8
Total ...		12		236		12		328 0 0

* Rs. 18 for first five years. Rs. 19 from 6th to 15th year inclusive. Rs. 20 thereafter. Rs. 16 for boy lascars under 18 years of age.

"C" Type.

	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Deck crew—								
Serang	35—2—45	1	42 8	42 8	45—2—55	1	52 8 0	52 8 0
Sukhani	22	1	...	22 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0	21	1	...	21 0 0
Lascar	14	1	...	14 0	*18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14 0	18	1	...	18 0 0
Engine-room crew—								
Second class driver	35—2—45	1	42 8	42 8	45—2—55	1	52 8 0	52 8 0
Engine-room kasaub	20	1	...	20 0	24	2	...	48 0 0
Fireman and greaser	20	1	..	20 0				
Coal trimmer	14	1	...	14 0	*18—20	1	19 2 8	19 2 8
For Electric light—								
Electric light stoker	20	1	..	20 0	24	1	...	24 0 0
Ditto lascar	15	1	...	15 0	*18—20	1	19 2 6	19 2 8
Total ...		11		239 0		11		299 8 0

* Rs. 18 for first five years. Rs. 19 from 6th to 15th year inclusive. Rs. 20 thereafter. Rs. 16 for boy lascars under 18 years of age.

"D" type.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Deck crew—								
Serang	30—2—40	1	37 8	37 8	35—2—50	1	46 4 0	46 4 0
Sukhani	22	1	...	22 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0	21	1	...	21 0 0
Sweeper	14	1	...	14 0	18	1	...	18 0 0
Engine-room crew—								
Second class driver	30—2—40	1	37 8	37 8	35—2—50	1	46 4 0	46 4 0
Engine-room kasaub	20	1	...	20 0	24	2	...	48 0 0
Fireman and greaser	20	1	...	20 0				
For Electric light—								
Electric light stoker	20	1	...	20 0	24	1	...	24 0 0
Ditto lascar	15	1	...	15 0	*18—20	1	19 2 8	19 2 8
Total ...		9		201 0		9		248 10 8

* Rs. 18 for first five years. Rs. 19 from 6th to 15th year inclusive. Rs. 20 thereafter. Rs. 16 for boy laskars under 18 years of age.

Below "D" type.

	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Serang	25—2—35	1	32 8	32 8	30—3—45	1	41 4 0	41 4 0
Driver	25—2—35	1	32 8	32 8	30—3—45	1	41 4 0	41 4 0
Stoker	17	1	...	17 0	21	1	...	21 0 0
Lascar	14	1	...	14 0	*18—20	1	19 2 8	19 2 8
Total ...		4		96 0		4		122 10 8

* Rs. 18 for first five years. Rs. 19 from 6th to 15th year inclusive. Rs. 20 thereafter. Rs. 16 for boy laskars under 18 years of age.

Motor Launches.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Driver	50—½—70	1	64 0 0	64 0 0	60—3—75	1	71 4 0	71 4 0
Sukhani	22	1	..	22 0 0	26	1	...	26 0 0
Lascar	14	1	...	14 0 0	*18—20	1	19 2 8	19 2 8
Total ...		3		100 0 0		3		116 6 8

* Rs. 18 for first five years. Rs. 19 from 6th to 15th year inclusive. Rs. 20 thereafter. Rs. 16 for boy laskars under 18 years of age.

Abstract of proposition statements of the establishments of Government launches in the province.

Serial No.	Name of office or officer.	Present total cost.			Proposed total cost.		
		Rs.	A.	P.	Rs.	A.	P.
1	Inspector-General of Police ...	8,622	2	8	10,692	0	0
2	Collector of Customs, Calcutta ...	893	0	0	1,086	5	4
3	Commissioner, Presidency Division	291	0	0	346	0	0
4	Port Officer, Chittagong ...	96	0	0	122	10	8
5	Commissioner of Police ...	1,501	8	0	1,887	1	4
6	Port Officer, Calcutta	1,154	10	8	1,477	2	8
7	Chief Inspector of Factories ...	176	0	0	219	2	8
8	Director of Fisheries	319	0	0	382	0	0
9	Commissioner of Excise and Salt ...	1,132	0	0	1,391	13	4
10	Registrar, Co-operative Societies ...	266	0	0	328	0	0
11	Public Works and Revenue Departments (seven A-type launches).	2,233	0	0	2,674	0	0
12	Ditto (six B-type launches)	1,596	0	0	1,968	0	0
13	Public Works, Financial and Revenue Departments (nine C-type launches).	2,151	0	0	2,695	8	0
14	Financial and Revenue Departments (four D-type launches).	804	0	0	994	10	8
15	Public Works and Revenue Departments (four motor launches.)	400	0	0	465	10	8
	Total ...	21,635	5	4	26,730	1	4
	Extra cost per mensem ...	5,094	12	0			
	" " " annum ...	61,137	0	0			

NOTE.—As regards serials 11—15 detailed lists have not been received. The calculations have been made on the assumption that the standard manning scale is in force.

Inspector-General of Police (River Police).

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
"PORTIA" (A).	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Deck crew—								
Serang	50—$\frac{5}{2}$—70	1	64 0 0	64 0 0	60—3—75	1	71 4 0	71 4 0
Sukhani	22	2	...	44 0 0	26	2	...	52 0 0
Tindal	20	1	...	20 0 0	24	1	..	24 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	2	...	28 0 0	18—20	2	19 2 8	38 5 4
Cook	14	1	...	14 0 0	18	1	...	18 0 0
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	50—$\frac{5}{2}$—70	1	64 0 0	64 0 0	60—3—75	1	71 4 0	71 4 0
Stoker tindal	23	1	...	23 0 0	27	1	...	27 0 0
Coal trimmer	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Firemen and greasers	20	2	...	40 0 0	24	2	...	48 0 0
For Electric light—								
Stoker	20	1	...	20 0 0	24	1	...	24 0 0
Lascar	15	1	...	15 0 0	18—20	1	19 2 8	19 2 8
Trimmer	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
		17		[illegible] 0 0		17		470 5 4
"OLIVIA" (B).								
Deck crew—								
Serang	35—$\frac{5}{2}$—50	1	46 0 0	46 0 0	45—3—60	1	56 4 0	56 4 0
Sukhani	22	2	...	44 0 0	26	2	...	52 0 0
Tindal	20	1	...	20 0 0	24	1	...	24 0 0
Lascar	15	1	...	15 0 0	18—20	1	19 2 8	19 2 8
Do.	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Cook	14	1	...	14 0 0	18	2	...	36 0 0
Sweeper	14	1	...	14 0 0				
Engine-room crew—								
Drive	35—$\frac{5}{2}$—50	1	46 0 0	46 0 0	45—3—60	1	56 4 0	56 4 0
Coal trimmer	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Engine-room kasaub	20	1	...	20 0 0	24	1	...	24 0 0
Firemen and greasers	20	2	...	40 0 0	24	2	...	48 0 0
For Electric light—								
Stoker	20	1	...	20 0 0	24	1	...	24 0 0
Lascar	15	1	...	15 0 0	18—20	1	19 2 8	19 2 8
Trimmer	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
		16		336 0 0		16		416 5 4
"OPHELIA" (C).								
Deck crew—								
Serang	35—2—45	1	42 8 0	42 8 0	45—2—55	1	52 8 0	52 8 0
Sukhani	22	2	...	44 0 0	26	2	...	52 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	2	...	28 0 0	18—20	2	19 2 8	38 5 4
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	35—2—45	1	42 8 0	42 8 0	45—2—55	1	52 8 0	52 8 0
Coal trimmer	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Firemen and greasers	20	2	...	40 0 0	24	2	...	48 0 0
Engine-room kasaub	20	1	...	20 0 0	24	1	...	24 0 0
Total ...		12		260 0 0		12		325 8 0

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
"HELEN HENRY" (C).	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Deck crew—								
Serang	35—2—45	1	42 8 0	42 8 0	45—2—55	1	52 8 0	52 8 0
Sukhani	22	2	...	44 0 0	26	2	...	52 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	2	...	28 0 0	18—20	2	19 2 8	38 5 4
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	35—2—45	1	42 8 0	42 8 0	45—2—55	1	52 8 0	52 8 0
Coal trimmer	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Firemen and greasers	20	2	...	40 0 0	24	3	...	72 0 0
Kasaub	20	1	...	20 0 0				
Total ...		12		260 0 0		12		325 8 0
"PRISCILLA" (D).								
Deck crew—								
Serang	30—2—40	1	37 8 0	37 8 0	35—3—50	1	46 4 0	46 4 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	30—2—40	1	37 8 0	37 8 0	35—3—50	1	46 4 0	46 4 0
Firemen and greasers	20	2	...	40 0 0	24	3	...	72 0 0
Kasaub	20	1	...	20 0 0				
Total ...		9		200 0 0		9		248 10 8
"AIRAL" (BELOW D).								
Deck crew—								
Serang	30—2—40	1	37 8 0	37 8 0	35—3—50	1	46 4 0	46 4 0
Lascar	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Engine-driver	50—2—60	1	57 8 0	57 8 0	60—3—75	1	71 4 0	71 4 0
Ditto	30	1	...	30 0 0	30—3—45	1	41 4 0	41 4 0
Total ...		4		139 0 0		4		177 14 8
THANA LAUNCH No. 3 (D).								
Deck crew—								
Serang	30—2—40	1	37 8	37 8 0	35—3—50	1	46 4 0	46 4 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	30—2—40	1	37 8	37 8 0	35—3—50	1	46 4 0	46 4 0
Fireman	20	1	...	20 0 0	24	3	...	72 0 0
Kasaub	20	1	...	20 0 0				
Fireman and greaser	20	1	...	20 0 0				
Total ...		9		200 0 0		9		248 10 8

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Thana Launches Nos. 4 and 5.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Deck crew—								
Serang	30—2—40	1	37 8 0	37 8 0	35—3—50	1	46 4 0	46 4 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	30—2—40	1	37 8 0	37 8 0	35—3—50	1	46 4 0	46 4 0
Fireman	20	1	...	20 0 0				
Fireman and greaser	20	1	...	20 0 0	24	3	...	72 0 0
Kasaub	20	1	...	20 0 0				
Total* ...		9	...	200 0 0		9		248 10 8
Thana Launches Nos. 6—9 (D).								
Deck crew—								
Serang	30—2—40	1	37 8 0	37 8 0	35—3—50	1	46 4 0	46 4 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	30—2—40	1	37 8 0	37 8 0	35—3—50	1	46 4 0	46 4 0
Fireman	20	1	...	20 0 0				
Fireman and greaser	20	1	...	20 0 0	24	3	...	72 0 0
Kasaub	20	1	...	20 0 0				
Total* ...		9		200 0 0		9		248 10 8
Steam Thana Launches Nos. 10 and 11 (D).								
Deck crew—								
Serang	30—2—40	1	37 8 0	37 8 0	35—3—50	1	46 4 0	46 4 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	30—2—40	1	37 8 0	37 8 0	35—3—50	1	46 4 0	46 4 0
Fireman	20	1	...	20 0 0				
Fireman and greaser	20	1	...	20 0 0	24	3	...	72 0 0
Kasaub	20	1	...	20 0 0				
Total* ...		9		200 0 0		9		248 10 8

* For each of the launches.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
Steam Thana Launches Nos. 12 and 13 (D).	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Deck crew—								
Serang	30—2—40	1	37 8 0	37 8 0	35—3—50	1	46 4 0	46 4 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	30—2—40	1	37 8 0	37 8 0	35—3—50	1	46 4 0	46 4 0
Fireman	20	1	...	20 0 0	24	3	...	72 0 0
Fireman and greaser	20	1	...	20 0 0				
Kasaub	20	1	...	20 0 0				
Total* ...		9		200 0 0		9		248 10 8
Thana Launches Nos. 14 and 15 (D).								
Deck crew—								
Serang	30—2—40	1	37 8 0	37 8 0	35—3—50	1	46 4 0	46 4 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	50—3—75	1	66 10 8	66 10 8	60—3—75	1	71 4 0	71 4 0
Do.	25—2—35	1	32 8 0	32 8 0	40—3—45	1	41 4 0	41 4 0
Total* ...		7		201 10 8		7		242 14 8
Steam Thana Launch No. 16(D).								
Deck crew—								
Serang	30—2—40	1	37 8 0	37 8 0	35—3—50	1	46 4 0	46 4 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	30—2—40	1	37 8 0	37 8 0	35—3—50	1	46 4 0	46 4 0
Fireman	20	1	...	20 0 0	24	3	...	72 0 0
Fireman and greaser	20	1	...	20 0 0				
Kasaub	20	1	...	20 0 0				
Total ...		9		200 0 0		9		248 10 8
Four Steam Thana Launches Nos. 17—20(D).								
Deck crew—								
Serang	30—2—40	1	37 8 0	37 8 0	35—3—50	1	46 4 0	46 4 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0 0	21		...	21 0 0
Lascar	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	30—2—40	1	37 8 0	37 8 0	35—3—50	1	46 4 0	46 4 0
Firemen and greasers	20	2	...	40 0 0	24	3	...	72 0 0
Kasaub	20	1	...	20 0 0				
Total* ...		9		200 0 0		9		248 10 8

* For each of the launches.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Thana Launch (D).								
Deck crew—								
Serang	30—2—40	1	37 8 0	37 8 0	35—3—50	1	46 4 0	46 4 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-driver	50—2—70	1	63 5 4	63 5 4	60—3—75	1	71 4 0	71 4 0
Ditto	25—2—35	1	32 8 0	32 8 0	30—3—45	1	41 4 0	41 4 0
Total ...		7		198 5 4		7		242 14 8
Two floating quarters for Inspectors—								
Lascar	16	1	...	16 0 0	18—20	2	19 2 8	38 5 4
Do.	14	1	...	14 0 0				
Total* ...		2		30 0 0				
Two floating quarters for Inspectors—								
Lascar	16	1	...	16 0 0	18—20	2	19 2 8	38 5 4
Do.	14	1	...	14 0 0				
Total* ...		2		30 0 0				
Flat "Jhon Reed"—								
Tindal	17—8	1	...	17 8 0	24	1	...	24 0 0
Lascars	8—11	2	9 8 0	19 0 0	18—20	2	19 2 8	38 5 4
Total ...		3		36 8 0		3		62 5 4
Grand Total ...				5,542 2 8				6,887 5 4

* For each of quarters.

Inspector-General of Police (District Police).

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
"Celia" (B).								
Deck crew—								
Serang	35—$\frac{5}{2}$—50	1	46 0 0	46 0 0	45—3—60	1	56 4 0	56 4 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	20	1	...	20 0 0	24	1	...	24 0 0
Lascar	15	1	...	15 0 0	18—20	1	19 2 8	19 2 8
Cook	14	1	...	14 0 0	18	2	...	36 0 0
Sweeper	14	1	...	14 0 0				
Engine-room crew								
Driver	35—$\frac{5}{2}$—50	1	46 0 0	46 0 0	45—3—60	1	56 4 0	56 4 0
Coal trimmer	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Fireman and greaser	20	1	...	20 0 0	24	1	...	24 0 0
Kasaub	20	1	...	20 0 0	24	1	...	24 0 0

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
"OELIA" (B)—*concld.*	RS.		RS. A. P.	RS. A. P.	RS.		RS. A. P.	RS. A. P.
For Electric light—								
Stoker	20	1	...	20 0 0	24	1	...	24 0 0
Lascar	15	1	...	15 0 0	18—20	1	19 2 8	19 2 8
Total ...		12		266 0 0		12		328 0 0
"NANCY" (A).								
Deck crew—								
Serang	50—½—70	1	64 0 0	64 0 0	60—3—75	1	71 4 0	71 4 0
Sukhani	22	2	...	44 0 0	26	2	...	52 0 0
Tindal	20	1	...	20 0 0	24	1	...	24 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascars	14	2	...	28 0 0	18—20	2	19 2 8	38 5 4
Cook	14	1	...	14 0 0	18	1	...	18 0 0
Cabin boy	14	1	...	14 0 0	16	1	...	16 0 0
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	50—½—70	1	64 0 0	64 0 0	60—3—75	1	71 4 0	71 4 0
Stoker tindal	23	1	...	23 0 0	27	1	...	27 0 0
Coal trimmer	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Fireman and greaser	20	2	...	40 0 0	24	2	...	48 0 0
For Electric light—								
Stoker	20	1	...	20 0 0	24	1	...	24 0 0
Lascar	15	1	...	15 0 0	18—20	2	19 2 8	38 5 4
Coal trimmer	14	1	...	14 0 0				
Total ...		18		403 0 0		18		486 5 4
"PEEL" (C).								
Deck crew—								
Serang	35—2—45	1	42 8 0	42 8 0	45—2—55	1	52 8 0	52 8 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	35—2—45	1	42 8 0	42 8 0	45—2—55	1	52 8 0	52 8 0
Coal trimmer	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Fireman and greaser	20	1	...	20 0 0	24	2	...	48 0 0
Kasaub	20	1	...	20 0 0				
Total ...		9		204 0 0		9		256 5 4
"OLYTIC" (C).								
Deck crew—								
Serang	35—2—45	1	42 8 0	42 8 0	45—2—55	1	52 8 0	52 8 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	35—2—45	1	42 8 0	42 8 0	45—2—55	1	52 8 0	52 8 0
Coal trimmer	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Fireman and greaser	20	1	...	20 0 0	24	2	...	48 0 0
Kasaub	20	1	...	20 0 0				
Total ...		9		204 0 0		9		256 5 4

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
"MAY QUEEN" (A).								
Deck crew—								
Serang	50—$\frac{1}{2}$—70	1	64 0 0	64 0 0	60—3—75	1	71 4 0	71 4 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Tindal	20	1	...	20 0 0	24	1	...	24 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Cook	14	1	...	14 0 0	18	2	...	36 0 0
Sweeper	14	1	...	14 0 0				
Engine-room crew—								
Driver	50—$\frac{1}{2}$—70	1	64 0 0	64 0 0	60—3—75	1	71 4 0	71 4 0
Stoker tindal	23	1	...	23 0 0	27	1	...	27 0 0
Coal trimmer	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Fireman and greaser	20	1	...	20 0 0	24	1	...	24 0 0
For Electric Light—								
Stoker	20	1	...	20 0 0	24	1	...	24 0 0
Lascar	15	1	...	15 0 0	18—20	1	19 2 8	19 2 8
Total ...		13		319 0 0		13		382 0 0
"WARDEN" (C).								
Deck crew—								
Serang	35—2—45	1	42 8 0	42 8 0	45—2—55	1	52 8 0	52 8 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	35—2—45	1	42 8 0	42 8 0	45—2—55	1	52 8 0	52 8 0
Coal trimmer	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Fireman and greaser	20	1	...	20 0 0	24	2	...	48 0 0
Kasaub	20	1	...	20 0 0				
For Electric light—								
Stoker	20	1	...	20 0 0	24	1	...	24 0 0
Lascar	15	1	...	15 0 0	18—20	1	19 2 8	19 2 8
Total ..		11		239 0 0		11		299 8 0
"JESSICA" (B).								
Deck crew—								
Serang	35—$\frac{1}{2}$—50	1	46 0 0	46 0 0	45—3—60	1	56 4 0	56 4 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	20	1	...	20 0 0	24	1	...	24 0 0
Lascar	15	1	...	15 0 0	18—20	1	19 2 8	19 2 8
Cook	14	1	...	14 0 0	18	2	...	36 0 0
Sweeper	14	1	...	14 0 0				
Engine-room crew—								
Driver	35—$\frac{1}{2}$—50	1	46 0 0	46 0 0	45—3—60	1	56 4 0	56 4 0
Coal trimmer	14	1	..	14 0 0	18—20	1	19 2 8	19 2 8
Fireman and greaser	20	1	...	20 0 0	24	2	...	48 0 0
Kasaub	20	1	...	20 0 0				
For Electric light—								
Stoker	20	1	...	20 0 0	24	1	...	24 0 0
Lascar	15	1	...	15 0 0	18—20	1	19 2 8	19 2 8
Total ...		12		266 0 0		12		328 0 0

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
"ROSALIND" (B).								
Deck crew—								
Serang	35—½—50	1	46 0 0	46 0 0	45—3—60	1	56 4 0	56 4 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	20	1	...	20 0 0	24	1	...	24 0 0
Lascar	15	1	...	15 0 0	18—20	1	19 2 8	19 2 8
Cook	14	1	...	14 0 0	18	2	...	36 0 0
Sweeper	14	1	...	14 0 0				
Engine-room crew—								
Driver	35—½—50	1	46 0 0	46 0 0	45—3—60	1	56 4 0	56 4 0
Coal trimmer	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Fireman and greaser	20	1	...	20 0 0	24	2	...	48 0 0
Kasaub	20	1	...	20 0 0				
For Electric light—	20	1	...	20 0 0	24	1	...	24 0 0
Stoker	15	1	...	15 0 0	18—20	1	19 2 8	19 2 8
Lascar								
Total ...		12		266 0 0		12		328 0 0
"ALICE" (C).								
Deck crew—								
Serang	35—2—45	1	42 8 0	42 8 0	45—2—55	1	52 8 0	52 8 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	35—2—45	1	42 8 0	42 8 0	45—2—55	1	52 8 0	52 8 0
Coal trimmer	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Fireman and greaser	20	1	...	20 0 0	24	2	...	48 0 0
Kasaub	20	1	...	20 0 0				
Total ...		9		204 0 0		9		256 5 4
"JOAN" (C).								
Deck crew—								
Serang	35—2—45	1	42 8 0	42 8 0	45—2—55	1	52 8 0	52 8 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Lascar	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14 0 0	18	1	...	18 0 0
Engine-room crew—								
Driver	35—2—45	1	42 8 0	42 8 0	45—2—55	1	52 8 0	52 8 0
Coal trimmer	14	1	...	14 0 0	18—20	1	19 2 8	19 2 8
Fireman and greaser	20	1	...	20 0 0	24	2	...	48 0 0
Kasaub	20	1	...	20 0 0				
Total ...		9		204 0 0		9		256 5 4
"PHŒBE" (B).								
Deck crew—								
Serang	35—½—50	1	46 0 0	46 0 0	45—3—60	1	56 4 0	56 4 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	20	1	...	20 0 0	24	1	...	24 0 0
Lascar	15	1	...	15 0 0	18—20	1	19 2 8	19 2 8
Cook	14	1	...	14 0 0	18	2	...	36 0 0
Sweeper	14	1	...	14 0 0				

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
"PHŒBE" (B)—*concld.*								
Engine-room crew—								
Driver	35—$\frac{5}{2}$—50	1	46 0	46 0	45—3—60	1	56 4 0	56 4 0
Coal trimmer	14	1	...	14 0	18—20	1	19 2 8	19 2 8
Fireman and greaser	20	1	...	20 0	24	2	...	48 0 0
Kasaub	20	1	...	20 0				
For electric light—								
Stoker	20	1	...	20 0	24	1	...	24 0 0
Lascar	15	1	...	15 0	18—20	1	19 2 8	19 2 8
Total ...		12		266 0		12		328 0 0
"DIANA" (C).								
Deck crew—								
Serang	35—2—45	1	42 8	42 8	45—2—55	1	52 8 0	52 8 0
Sukhani	22	1	...	22 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0	21	1	...	21 0 0
Lascar	14	1	...	14 0	18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14 0	18	1	...	18 0 0
Engine-room crew—								
Driver	35—2—45	1	42 8	42 8	45—2—55	1	52 8 0	52 8 0
Coal trimmer	14	1	...	14 0	18—20	1	19 2 8	19 2 8
Fireman and greaser	20	1	...	20 0	24	2	...	48 0 0
Kasaub	20	1	...	20 0				
For Electric light—								
Stoker	20	1	...	20 0	24	1	...	24 0 0
Lascar	15	1	...	15 0	18—20	1	19 2 8	19 2 8
Total ...		11		239 0		11		292 8 0
GRAND TOTAL ...		...		3,080 0		...		3,804 10 8

Collector of Customs, Calcutta.

"DAINTY" (A).	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Serang	50—$\frac{5}{2}$—70	1	64 0	64 0	60—3—75	1	71 4 0	7 4 0
Sukhani	22	1	...	22 0	26	1	...	26 0 0
Lascar	20	2	...	40 0	24	2	...	48 0 0
Do.	15	3	...	45 0	21	3	...	63 0 0
Do.	14	1	...	14 0	18—20	1	19 2 8	19 2 8
Engine-driver	50—$\frac{5}{2}$—70	1	64 0	64 0	60—3—75	1	71 4 0	71 4 0
Stoker	23	1	...	23 0	27	1	...	27 0 0
Do.	20	2	...	40 0	24	2	...	48 0 0
Bhandari	14	1	...	14 0	18	2	...	36 0 0
Topas	14	1	...	14 0				
Total ...		14		340 0		14		409 10 8
"ALERT" (B).								
Serang	35—$\frac{5}{2}$—50	1	46 0	46 0	45—3—60	1	56 4 0	56 4 0
Sukhani	22	1	...	22 0	26	1	...	26 0 0
Lascars	15	2	...	30 0	18—20	2	19 2 8	38 5 4
Engine-driver	35—$\frac{5}{2}$—50	1	46 0	46 0	45—3—60	1	56 4 0	56 4 0
Stokers	20	2	40 0	40 0	24	2	...	48 0 0
Total ...		7		184 0		7		224 13 4

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
"Brisk" (B).	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Serang	35—½—50	1	46 0	46 0	45—3—60	1	56 4 0	56 4 0
Sukhani	22	1	...	22 0	26	1	...	26 0 0
Lascar	20	1	...	20 9	24	1	...	24 0 0
Do.	14	1	...	14 0	18—20	1	19 2 8	19 2 8
Engine-driver	35—½—50	1	46 0	46 0	45—3—60	1	56 4 0	56 4 0
Stokers	20	2	...	40 0	24	2	...	48 0 0
Total ...		7		188 0		7		229 10 8
Patrol (c)								
Serang	35—2—45	1	42 8	42 8	45—2—55	1	52 8 0	52 8 0
Sukhani	22	1	...	22 0	26	1	...	26 0 0
Lascar	20	1	...	20 0	24	1	...	24 0 0
Do.	14	1	...	14 0	18—20	1	19 2 8	19 2 8
Engine-driver	35—2—45	1	42 8	42 8	45—2—55	1	52 8 0	52 8 0
Stokers	20	2	40 0	40 0	24	2	...	48 0 0
Total ...		7		181 0		7		222 2 8
Grand Total				893 0				1,086 5 4

Commissioner, Presidency Division.

Deck crew—	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Serang	50—½—70	1	64	64	60—3—75	1	71 4 0	71 4 0
Sukhani	22	1	...	22	26	1	...	26 0 0
Tindal	20	1	...	20	24	1	...	24 0 0
Kasaub	15	1	...	15	21	1	...	21 0 0
Lascar	14	1	...	14	18—20	1	19 2 8	19 2 8
Engine-room crew—								
Driver	50—½—70	1	64	64	60—3—75	1	71 4 0	71 4 0
Stoker tindal	23	1	...	23	27	1	...	27 0 0
Fireman and greaser	20	1	...	20	24	1	...	24 0 0
Coal trimmer	14	1	...	14	18—20	1	19 2 8	19 2 8
Lascar	15	1	...	15	18—20	1	19 2 8	19 2 8
For Electric light—								
Stoker	20	1	...	20	24	1	...	24 0 0
Total ...		11		291		11		346 0 0

Amin under the Port Officer, Chittagong.

Below D type.	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Serang	25—2—35	1	32 8	32 8	30—3—45	1	41 4 0	41 4 0
Engine-driver	25—2—35	1	32 8	32 8	30—3—45	1	41 4 0	41 4 0
Stoker	17	1	...	17 0	21	1	...	21 0 0
Lascar	14	1	...	14 0	18—20	1	19 2 8	19 2 8
Total ...		4		96 0		4		122 10 8

Commissioner of Police.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
"JOHN LAMBERT" (B).	Rs.		Rs. A.	Rs. A.	Rs. A. P.		Rs. A. P.	Rs. A. P.
Driver	35—½—50	1	46 0	46 0	45—3—60	2	56 4 0	112 8 0
Serang	35—½—50	1	46 0	46 0				
Sukhani	22	1	...	22 0	26	1	...	26 0 0
Fireman and greaser	20	1	...	20 0	24	3	...	72 0 0
Engine-room kasaub	20	1	...	20 0				
Deck kasaub	20	1	...	20 0				
Lascar	15	1	...	15 0	18—20	2	19 2 8	38 5 4
Coal trimmer	14	1	...	14 0				
Stoker	20	1	...	20 0	24	1	...	24 0 0
Cook	14	1	...	14 0	18	2	...	36 0 0
Sweeper	14	1	...	14 0				
Total ..		11		251 0		11		308 13 4
"WAUCHOPE" (C).								
Driver	35—2—45	1	42 8	42 8	45—2—55	1	52 8 0	52 8 0
Serang	35—½—50	1	46 0	46 0	45—3—60	1	56 4 0	56 4 0
Sukhani	22	1	...	22 0	26	1	...	26 0 0
Fireman and greaser	20	1	...	20 0	24	2	...	48 0 0
Engine-room kasaub	20	1	...	20 0				
Deck kasaub	15	1	...	15 0	21	1	...	21 0 0
Lascar	14	1	...	14 0	18—20	1	19 2 8	19 2 8
Coal trimmer	14	1	...	14 0	18—20	1	19 2 8	19 2 8
Stoker	20	1	...	20 0	24	1	...	24 0 0
Sweeper	14	1	...	14 0	18	1	...	18 0 0
Total ..		10		227 8	...	10		284 1 4
"Devis" and "James"	Same as for "Wauchope."							
"CONSTABLE" BELOW D TYPE.								
Driver	25—2—35	1	32 8	32 8	30—3—45	2	41 4 0	82 8 0
Serang	25—2—35	1	32 8	32 8				
Lascar	14	1	...	14 0	18—20	1	19 2 8	19 2 8
Stoker	17	1	...	17 0	21	1	...	21 0 0
Total ...		4		96 0		4		122 10 8
4 MOTOR LAUNCHES NOS. 1—4.								
Driver	60	1	...	60 0	60—3—75	1	71 4 0	71 4 0
Serang	30	1	...	30 0	30—3—45	1	41 4 0	41 4 0
Lascar	14	2	...	28 0	18—20	2	19 2 8	38 5 4
Total* ...		4		1 8 0		4		150 13 4
GRAND TOTAL ...		...		1,501 8		...		1,887 1 4

* For each of the launches.

Port Office, Calcutta.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
"RHOTAS" (A).								
2nd class tindal	23	1	...	23 0 0	27	1	...	27 0 0
2nd class lascar	16	3	...	48 0 0	21	3	...	63 0 0
4th class lascar	14	3	...	42 0 0	18—20	3	19 2 8	57 8 0
Lamp trimmer	16	1	..	16 0 0	18—20	1	19 2 8	19 2 8
Bhandary	14	1	...	14 0 0	18	2	...	36 0 0
2nd class topaz	14	1	...	14 0 0				
*Temporary carpenter ...	25	1	...	25 0 0	30	1	...	30 0 0
Do. lascars	14	9	...	126 0 0	18—20	9	19 2 8	172 8 0
Total ...		20		308 0 0		20		405 2 8
"EMPRESS MARY" (A).								
Serang	50—½—70	1	64 0 0	64 0 0	60—3—75	1	71 4 0	71 4 0
Sukhani	23	1	...	23 0 0	26	1	...	26 0 0
Tindal	20	1	...	20 0 0	24	1	...	24 0 0
Kasaub	16	1	...	16 0 0	21	1	...	21 0 0
Lascar	16	1	...	16 0 0	18—20	7	19 2 8	134 2 8
Do.	14	6	...	84 0 0				
Sweeper	14	1	...	14 0 0	18	2	...	36 0 0
Cook	14	1	...	14 0 0				
Engine-driver	50—½—75	1	66 10 8	66 10 8	60—3—75	1	71 4 0	71 4 0
Stoker tindal	23	1	...	23 0 0	27	1	...	27 0 0
Fireman and greaser	20	1	...	20 0 0	24	2	...	48 0 0
Fireman	17	1	...	17 0 0				
Coal trimmer	15	1	...	15 0 0	18—20	1	19 2 8	19 2 8
Electric light stoker	20	1	...	20 0 0	24	1	...	24 0 0
Temporary stoker	16	1	...	16 0 0	18—20	1	19 2 8	19 2 8
4th class lascars for flats A and B	12	5	...	60 0 0	18—20	5	19 2 8	95 13 4
Total ...		25		488 10 8		25		616 13 4
"ISABEL" (B).								
Serang	35—½—50	1	46 0 0	46 0 0	45—3—60	1	56 4 0	56 4 0
Sukhani	22	1	...	22 0 0	26	1	...	26 0 0
Kasaub	20	1	...	20 0 0	24	1	...	24 0 0
Lascar	15	1	...	15 0 0	18—20	1	19 2 8	19 2 8
Engine-driver	35—½—50	1	46 0 0	46 0 0	45—3—60	1	56 4 0	56 4 0
Engine-room kasaub	20	1	...	20 0 0	24	1	...	24 0 0
Fireman and greaser	20	1	...	20 0 0	24	1	...	24 0 0
Cook	14	1	...	14 0 0	18	1	...	18 0 0
Total ...		8		203 0 0		8		247 10 8

* Temporary men are taken when the vessel is away from Calcutta.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
"MARGARET" (C).	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Serang	39	1	...	39 0 0	45—2—55	2	52 8 0	105 0 0
Engine-driver	39	1	...	39 0 0				
Fireman and kasaub	20	1	...	20 0 0	24	1	...	24 0 0
Lascar and kasaub	15	1	...	15 0 0	21	1	...	21 0 0
Coal trimmer	14	1	...	14 0 0	18—20	3	19 2 8	57 8 0
Lascars	14	2	...	28 0 0				
Total ...		7		155 0 0		7		207 8 0
GRAND TOTAL ...				1,154 10 8				1,477 2 8

The Chief Inspector of Factories.

"ESME" (C).	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
Deck crew—								
Serang	35—2—45	1	42 8	42 8	45—2—55	1	52 8 0	52 8 0
Sukhani	22	1	...	22 0	26	1	...	26 0 0
Kasaub	15	1	...	15 0	21	1	...	21 0 0
Lascar	14	1	...	14 0	18—20	1	19 2 8	19 2 8
Engine-room crew—								
Driver	35—2—45	1	42 8	42 8	45—2—55	1	52 8 0	52 8 0
Kasaub	20	1	...	20 0	24	2	...	48 0 0
Fireman	20	1	...	20 0				
Total ...		7		176 0		7		219 2 8

Director of Fisheries.

"KITTY" (A).	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Serang	50—$\frac{3}{4}$—70	1	64	64	60—3—75	1	71 4 0	71 4 0
Sukhani	22	1	...	22	26	1	...	26 0 0
Tindal	20	1	...	20	24	1	...	24 0 0
Kasaub	15	1	...	15	21	1	...	21 0 0
Lascar	14	1	...	14	18—20	1	19 2 8	19 2 8
Sweeper	14	1	...	14	18	2	...	36 0 0
Cook	14	1	...	14				
Engine-room crew—								
Driver	50—$\frac{3}{4}$—70	1	64	64	60—3—75	1	71 4 0	71 4 0
Stoker tindal	23	1	...	23	27	1	...	27 0 0
Fireman and greaser	20	1	...	20	24	1	...	24 0 0
Coal Trimmer	14	1	...	14	18—20	1	19 2 8	19 2 8
For electric light—								
Stoker	20	1	...	20	24	1	...	24 0 0
Lascar	15	1	...	15	18—20	1	19 2 8	19 2 8
Total ...		13		319		13		382 0 0

Commissioner of Excise and Salt.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.
"Emily" and "Maud Evelyn (A)."								
2nd class mates	50—$\frac{5}{2}$—70	2	64 0	128 0	60—3—75	2	71 4 0	142 8 0
Junior serangs	30—2—40	2	37 8	75 8	35—3—50	2	46 4 0	92 8 0
Sukhanis	22	2	...	44 0	26	2	...	52 0 0
Lascars	14	12	...	168 0	18—20	12	19 2 8	230 0 0
Sweepers	14	2	...	28 0	18	4	...	72 0 0
Cooks	14	2	...	28 0				
Engine-drivers	50—$\frac{5}{2}$—70	2	64 0	128 0	60—3—75	2	71 4 0	142 8 0
Tindals	30—2—40	2	37 8	75 0	35—3—50	2	46 4 0	92 8 0
Firemen	20	6	...	120 0	24	6	...	144 0 0
Coal trimmers	15	2	...	30 0	18—20	2	19 2 8	38 5 4
Electric light lascars	15	2	...	30 0	18—20	2	19 2 8	38 5 4
Total		36		854 8		36		1,044 10 8
"Dorothea."								
Serang	35—$\frac{5}{2}$—50	1	46 0	46 0	45—3—60	1	56 4 0	56 4 0
Sukhani	22	1	...	22 0	26	1	...	26 0 0
Lascars	14	4	...	56 0	18—20	4	19 2 8	76 10 8
Cook	14	1	...	14 0	18	2	...	36 0 0
Sweeper	14	1	...	14 0				
Engine-driver	35—$\frac{5}{2}$—50	1	46 0	46 0	45—3—60	1	56 4 0	56 4 0
Stoker or fireman	20	1	...	20 0	24	4	...	96 0 0
Firemen	20	3	...	60 0				
Total ...		13		278 0		13		347 2 8
Grand Total ...		...		1,132 0		...		1,391 13 4

Registrar, Co-operative Societies.

"Blanche" (B).	Rs.		Rs.	Rs.	Rs.		Rs. A. P.	Rs. A. P.
Serang	35—$\frac{5}{2}$—50	1	46	46	45—3—60	1	56 4 0	56 4 0
Sukhani	22	1	...	22	26	1	...	26 0 0
Kasaub	20	1	...	20	24	1	...	24 0 0
Lascar	15	1	...	15	18—20	1	19 2 8	19 2 8
Cook	14	1	...	14	18	2	...	36 0 0
Sweeper	14	1	...	14				
Engine-driver	35—$\frac{5}{2}$—50	1	46	46	45—3—60	1	56 4 0	56 4 0
Engine-room kasaub	20	1	...	20	24	2	...	48 0 0
Fireman and greaser	20	1	...	20				
Coal trimmer	14	1	...	14	18—20	1	19 2 8	19 2 8
Electric light stoker	20	1	...	20	24	1	...	24 0 0
Ditto lascar	15	1	...	15	18—20	1	19 2 8	19 2 8
		12		266		12		328 0 0

Secretariat Record-Suppliers, Duftries and Jamadars.

122. Till 1919 record-suppliers and duftries were treated equally in respect of pay and status. In that year a distinction was introduced by classifying the services of record-suppliers in the Secretariat as superior under the provisions of article 396, Civil Service Regulations. They have, therefore, been admitted to the *ad interim* allowance. Duftries draw the war allowance. The pre-war, present and proposed rates are shown below :—

	Pre-war.	Present.	Proposed.
Record-suppliers ...	10—½—24	15—½—25	20—½—32
Duftries	10—½—24	15—½—25	20—½—27

In respect of duftries we have followed the rate adopted by the Postal Committee but modified it so as to merge the war allowance; in respect of record-suppliers we have adopted rates which will merge the *adinterim* allowances. In some cases the war and *adinterim* allowances will not be entirely merged. These cases can be covered by the grant of personal allowances to the extent of the excess.

123. The previous and proposed rates of pay of jamadars are shown below :—

Pre-war.	Present.	Proposed.
14—¾—20 15—1—20	14—¾—20 15—1—20	20—½—24

We do not think it necessary to maintain any distinction between the two classes of jamadars, as they are recruited by promotion from the ranks of chaprasis who, as proposed elsewhere, should be paid 15—½—19.

In this connection we would add that the record-suppliers, duftries and jamadars have asked for the application of the newly sanctioned rates in the Imperial Secretariat. It appears however that these rates were justified by the wages current for domestic servants in Simla We are, therefore, quite unable to admit that these rates are necessarily applicable to Calcutta.

Chief Secretary's office.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Record-suppliers	15—½—25	10	20 0 0	200 0 0	20—½—32	10	25 3 2	251 15 8
Duftries	15—½—25	2	20 0 0	40 0 0	20—½—27	2	22 9 0	45 2 0
Jamadar	14—¾—20	1	18 3 2	18 3 2	20—½—24	1	22 12 9	22 12 9
Total ..		13		258 3 2		13		319 14 5

Finance Department.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Record-suppliers	15—½—25	9	20 0 0	180 0 0	20—½—32	9	25 3 2	226 12 6
Duftries	15—½—25	2	20 0 0	40 0 0	20—½—27	2	22 9 0	45 2 0
Jamadar	14—¾—20	1	18 3 2	18 3 2	20—½—24	1	22 12 9	22 12 9
Total ...		12		238 3 2		12		294 11 3

Executive Council.

Designation.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Member's jamadars	15—1—20	4	18 12 0	75 0 0	20—½—24	7	22 12 9	159 9 3
Minister's jamadars	15—1—20	3	18 12 0	56 4 0				
Total ...		7		131 4 0				

Local Self-Government and Education Departments.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Record-suppliers	15—½—25	9	20 0 0	180 0 0	20—½—32	9	25 3 2	226 12 6
Duftries	15—½—25	2	20 0 0	40 0 0	20—¼—27	2	22 9 0	45 2 0
Jamadar	14—¾—20	1	18 3 2	18 3 2	20—½—24	1	22 12 9	22 12 9
Total ..		12		238 3 2		12		294 11 3

Revenue Department.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Record-suppliers	15—½—25	4	20 0 0	80 0 0	20—½—32	4	25 3 2	100 12 8
Duftries	15—½—25	2	20 0 0	40 0 0	20—¼—27	2	22 9 0	45 2 0
Jamadar	14—¾—20	1	18 3 2	18 3 2	20—½—24	1	22 12 9	22 12 9
Total ...		7		138 3 2		7		168 11 5

Department of Agriculture and Industry.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Record-suppliers	15—½—25	2	20 0 0	40 0 0	20—½—32	2	25 3 2	50 6 4
Duftries	15—½—25	2	20 0 0	40 0 0	20—¼—27	2	22 9 0	45 2 0
Jamadar	14—¾—20	1	18 3 2	18 3 2	20—½—24	1	22 12 9	22 12 9
Total ...		5		98 3 2		5		118 5 1

Public Works Department.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Record-suppliers	15—½—25	8	20 0 0	160 0 0	20—½—32	8	25 3 2	201 9 4
Duftries	15—½—25	5	20 0 0	100 0 0	20—¼—27	5	22 9 0	112 13 0
Jamadars	14—¾—20	2	18 3 2	36 6 4	20—½—24	2	22 12 9	45 9 6
Total ...		15		296 6 4		15		359 15 10
Grand Total ...		71		1,398 10 2		71		1,715 14 6

	Rs. A. P.
Extra cost per mensem	317 4 4
" " " annum	3,807 4 0

Treasury, Sub-treasury and Khasmahal Poddars.

Treasury Paddars.

124. The last general revision of the pay of treasury poddars was effected in 1896, and the rates then sanctioned were—

	Rs.
For head poddars in 1st and 2nd class district treasuries ...	15
For poddars in other district treasuries	12
For subordinate and assistant poddars	10

Higher rates were allowed, however, in the Presidency Division and in the districts of Darjeeling, Jalpaiguri and Chittagong. Since then deviations from these scales have been sanctioned from time to time. In 1915 the attention of Government was drawn to the grievances of treasury establishments in connection with the penalties imposed in respect of bad or defective coins. The matter was discussed at length, and it was decided that the immediate need was the entertainment of a class of superior shroffs with special training. Orders were accordingly issued in circular Nos. 1153-57 F., dated the 5th February 1918, sanctioning the entertainment of one superior shroff in each district, who should be given a pay of Rs. 30—1—50 after he had received his training and obtained a certificate of competence from the Deputy Controller in charge of Paper Currency, Calcutta. But financial exigencies precluded any action to improve the position of the existing poddars. Their case was re-opened in 1919 and the opinions of Commissioners of divisions were invited, but no conclusion was come to, and on the appointment of our committee we were asked to deal with the matter. We summarise below the proposals made by the Commissioners of divisions :—

	Sadar treasury.		Subdivisional poddars.
	Head poddar.	Poddars.	
	Rs.	Rs.	Rs.
Commissioner, Chittagong Division	30—1—50	20—1—25	15—1—20
Commissioner, Burdwan Division	...	20—1—30	...
Ditto, Presidency Division	30—2—40 (Alipore Treasury). 30 (other treasuries).	20—1—30 (including Barrackpore).	15—1—20
Commissioner, Rajshahi Division	40—50 (trained poddars).	25—½—35	20—½—30
Ditto, Dacca Division ...	30—1—50 for all poddars.		

125. We have received many petitions from poddars. They complain that they have been underpaid all along, that large deductions are made from their pay on account of alleged defective coins found in remittances, that their case was overlooked when revisions of pay took place and that they have been denied the benefits of the *ad interim* scheme. Considering that their service is non-pensionable and that it is classed as menial, we are constrained to recognise that they have been underpaid. What is wanted in a poddar is ordinary intelligence combined with some knowledge of arithmetic and technical ability to distinguish bad coins from good. We fear that on existing rates of pay it must be extremely difficult to get such men. Technical training cannot indeed always be looked for, for facilities for such training are lacking, but if intelligent men are obtained they will soon probably make themselves fairly efficient. Further, we do not see sufficient justification for offering different rates of pay for ordinary poddars. We propose, after consultation with the Accountant-General, Bengal, and Deputy Controller of Currency, an uniform scale of Rs. 20—½—30—1—35 for all ordinary poddars with an efficiency bar at Rs. 25 and one post in each district treasury for a trained poddar on Rs. 35—1—50 to be filled up when a poddar has gone through the necessary training and obtained the necessary certificate in

accordance with Government orders. Our proposals involve a very large increase in cost, but we feel that satisfactory results cannot be obtained at a cheaper cost.

126. **Khas Mahal Poddars.**—These have to give a security of Rs. 100, but receive pay at the rates of Rs. 10 and Rs. 8. We would put them on Rs. 15—½—25.

There appears to be a consensus of opinion that security should be demanded with an increase of pay. In some districts security has indeed been taken. We accept this view, and suggest that the security may be fixed at Rs. 250 in treasuries and Rs. 100 in khas mahals, but we would deprecate diminishing the responsibility of the treasurer in any way.

Sadar Treasury Poddars.

	Present Scale.				Proposed Scale.			
Place.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A.	Rs. A.
[illegible] Division	30—[illegible]—50	1	40 0	40 0	35—1—50	6	43 12	[illegible] 8
	15	4	...	60 0	27—½—30—1—35	10	26 4	262 8
	12	2	...	24 0				
	10	9	...	90 0				
Total ...		16		214 0		16		525 0
[illegible] Division	20	4	...	80 0	35—1—50	6	43 12	[illegible] 8
	15—1—20	5	18 12	93 12	20—½—30—1—35	9	26 1	236 4
	10—1—15	6	13 12	82 8				
Total ...		15		256 4		15		1[illegible] 12
[illegible] Division	25	3	...	75 0	35—1—50	8	43 12	3[illegible]0 0
	15	3	...	45 0	20—½—30—1—35	13	26 4	341 4
	12	6	...	72 0				
	10	9	...	90 0				
Total ...		21		282 0		21		691 4
Dacca Division	20	1	...	20 0	35—1—50	3	43 12	131 4
	15	3	...	45 0	20—½—30—1—35	6	26 4	157 8
	10	5	...	50 0				
Total ...		9		115 0		9		288 12
Chittagong Division	15	3	...	45 0	35—1—50	3	43 12	131 4
	12	5	...	60 0	20—½—30—1—35	10	26 4	262 8
	10	3	...	30 0				
	7	2	...	14 0				
Total ...		13		149 0		13		393 12
Grand Total ...		74		1,016 4		74		2,397 8

Sub-treasury Poddars.

Place.	Present Scale. Pay.	No.	Average.	Total.	Proposed Scale. Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9
	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A.	Rs. A.
Burdwan Division	10	13	...	130 0	20—½—30—1—35	13	26 4	341 4
Presidency Division	20	1	...	20 0	20—½—30—1—35	18	26 4	472 8
	15—1—20	1	18 12	18 12				
	10	16	...	160 0				
Total ...		18		198 12				
Rajshahi Division	12	4	...	48 0	20—½—30—1—35	13	26 4	341 4
	10	9	...	90 0				
Total ...		13		138 0				
Dacca Division	10	10	...	100 0	20—½—30—1—35	10	26 4	262 8
Chittagong Division	10	6	...	60 0	20—½—30—1—35	6	26 4	157 8
Grand Total ...		60		626 12		60		1,575 0

Khas Mahal Poddars.

	Rs.		Rs. A.	Rs. A.	Rs.		Rs. A.	Rs. A.
Chittagong	10	5	...	50 0	15—½—25	5	20 0	100 0
Midnapore	8	2	...	16 0	15—½—25	2	20 0	40 0
Total ...		7		66 0		7		140 0
Grand Total for all classes of poddars ...		141		1,709 0 0		141		4,112 8 0

	Rs.	A.	P.
Extra cost per mensem	2,403	8	0
" " " annum	28,842	0	0

127. **Financial effect of our proposals.**—An estimate of the extra cost involved in our proposals excluding town allowances will be found in Appendix X. The present average cost of the ministerial establishments we have dealt with is Rs. 62,04,908-2 per annum. The average annual cost under our proposals taking into account the probationary rate for two years prior to confirmation is Rs. 92,59,143-3 which gives a total increase of 49·2 per cent. on present pay. The existing cost of the menial establishments in the province so far as we have been able to ascertain it is Rs. 31,56,225 per annum. Our

proposals involve an increase of Rs. 10,25,663 or an increase of 32·5 per cent. over present pay. The smaller percentage of increase is accounted for, as explained before, by the fact that a generous revision of pay was sanctioned for them last year. It is estimated that the cost of town allowances will be Rs. 39,159-8. The total net increase of cost for all classes of servants will thus be Rs. 41,19,057 or in round figures 41·5 lakhs.

In conclusion, we would record our thanks to the Superintendent of the Government Press for the celerity and courtesy with which he carried out our requests. The President and Rai Mahendra Chandra Mitra Bahadur also desire to express their gratitude to, and appreciation of the services of, their Secretary, Mr. S. N. Roy, I.C.S., for his energetic and invaluable assistance in the collection of information, the framing of conclusions and the writing of the report.

M. C. McALPIN,

President.

*MAHENDRA CHANDRA MITRA.

Mr. be.

S. N. ROY,

Member and Secretary.

WRITERS' BUILDINGS,

The 29th April 1921.

*Subject to a note of dissent.

APPENDICES.

APPENDIX I.

Average retail prices in Calcutta (with index numbers) of the staple articles which generally enter into an Indian family budget from 1919 to 1920.

Articles.	Rate per	1909.	1910.	1911.	1912.	1913.	Average. 1909–1913.	1914.	1915.	1916.	1917.	1918.	1919.	1920.
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Rice, Ballam* ...	Maund	5 2 9	4 0 3	4 4 6	4 9 9	5 8 0	4 11 5	6 1 6	6 5 0	5 14 0	5 10 6	4 8 0	7 3 6	8 1 0
,, Nagra° ...	,,	4 13 0	3 15 0	3 15 0	4 9 0	5 2 6	4 7 8	5 2 0	5 5 0	5 6 6	5 0 0	4 11 0	6 15 0	7 14 0
,, Common ..	,,	5 7 6	4 13 1	4 7 4	5 5 9	5 13 11	5 3 2	6 6 11	6 5 5	6 10 8	5 13 11	4 12 5	7 3 0	8 10 5
Wheat flour ...	,,	7 8 0	7 5 6	7 3 0	7 13 0	7 8 0	7 7 6	7 13 0	9 1 0	7 15 6	8 12 0	9 1 0	11 10 0	11 9 0
Sujee ...	,,	8 12 0	8 7 0	8 7 0	7 13 0	7 8 0	8 3 0	7 13 0	9 1 0	8 2 0	9 1 0	9 11 0	14 1 0	13 2 0
Arhar dal ...	,,	5 8 3	4 0 0	3 5 9	3 15 9	4 5 5	4 3 10	5 5 5	6 5 5	6 5 7	5 5 4	5 7 8	9 11 5	10 0 0
Kalai ,, ...	,,	6 4 0	6 4 0	6 4 0	6 4 0	6 4 0	6 4 0	5 15 0	5 15 0	5 15 0	5 11 9	6 1 6	11 4 0	10 5 0
Mung Sona dal°	,,	9 2 0	9 2 0	8 12 0	8 7 0	9 10 0	9 0 2	9 8 0	12 8 0	13 12 0	13 4 0	16 10 0	16 0 0	15 0 0
Tea (average)°	lb ...	0 6 1	0 6 10	0 7 6	0 7 5	0 6 11	0 6 11	0 7 5	0 9 7	0 8 6	0 7 7	0 7 0½	0 6 8½	0 6 6½
Sugar 16-18 D. S.°	Maund	6 9 3	7 6 3	6 4 11	8 2 6	6 11 2	7 0 5	5 14 5	10 11 0	11 14 3	12 10 0	8 13 6	15 12 6	30 3 6
,, raw (gur)°	,,	5 8 0	5 12 0	4 15 0	5 2 0	5 2 0	5 4 7	5 4 0	6 1 0	6 8 0	7 4 0	7 8 0	6 10 0	10 0 0
Fish—Rohie ...	Seer ...	0 9 0	0 8 0	0 8 0	0 9 6	0 9 0	0 8 8	0 10 6	0 11 6	0 10 0	0 9 9	0 11 0	0 11 0	0 13 6
,, —Bhetki...	,, ...	0 10 0	1 8 0	1 6 6	1 6 6	1 1 0	1 3 2	1 1 0	1 2 0	1 4 0	1 6 0	1 3 0	1 5 0	1 10 0
Milk ...	Maund	10 0 0	10 0 0	10 0 0	10 0 0	10 0 0	10 0 0	10 0 0	11 4 0	11 4 0	11 4 0	11 4 0	12 8 0	12 8 0
Ghee° ...	,,	41 0 0	46 0 0	44 0 0	49 8 0	57 0 0	47 8 0	54 0 0	52 0 0	54 8 0	60 8 0	77 8 0	85 0 0	106 0 0

Index Numbers.

(Average of 1909—1913 = 100.)

Articles.	1909.	1910.	1911.	1912.	1913.	1914.	1915.	1916.	1917.	1918.	1919.	1920.
Rice, Ballam*	110	85	91	98	116	129	134	125	120	95	153	171
.. Nagra*	107	88	88	102	115	114	119	121	112	105	155	176
.. Common	105	93	86	103	113	124	122	128	113	111	138	166
Wheat flour	100	98	97	105	100	105	121	107	117	121	155	155
Sujee	107	103	103	95	92	95	111	99	111	118	172	160
Arhar dal	130	94	79	94	103	126	150	150	126	129	229	236
Kalai	100	100	100	100	100	95	95	95	92	97	180	165
Mung sona dal* ...	101	101	97	94	107	105	138	153	147	184	177	166
Tea (average)*	87	98	108	107	100	107	138	123	110	101	96	94
Sugar 16—18 D. S.* ...	94	105	90	116	95	84	152	169	180	126	225	430
.. raw (gur)* ...	104	109	95	97	97	99	113	123	157	142	125	189
Fish—Rohie	103	92	92	110	103	121	132	115	112	127	127	156
.. —Bhetki	52	125	117	117	89	89	94	104	115	99	110	136
Milk	100	100	100	100	100	100	112	112	11	112	125	125
Ghee*	86	97	93	104	120	114	109	115	127	163	179	223

* Relate to wholesale prices as retail prices are not readily available.

NOTE.—The figures represent the average of prices ruling in January and July of each year.

Average retail prices in Calcutta (with index numbers) of the staple articles which generally enter into an Indian family budget from 1909 to 1920.

Articles.	Rate per	1909.	1910.	1911.	1912.	1913.	Average, 1909-1913.	1914.	1915.	1916.	1917.	1918.	1919.	1920.
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P	Rs. A. P.	Rs. A. P.	Rs. A. P.
Potatoes	Maund	6 0 8	6 9 0	6 9 0	7 5 6	5 0 0	6 4 10	5 12 6	5 12 6	7 10 6	5 2 6	10 5 0	7 10 6	7 5 6
Mustard oil°	,,	13 10 0	13 0 0	14 10 0	17 8 0	22 0 0	16 2 5	22 8 0	19 0 0	15 0 0	15 0 0	18 12 0	34 8 0	29 4 0
Kerosene oil° (Elephant brand).	2 tins	3 8 3	3 9 6	3 5 3	3 14 3	4 3 0	3 11 3	4 5 0	4 5 0	4 14 0	5 15 0	6 13 0	8 0 0	7 12 9
Coal,° Jherria 1st class ...	Ton into wagon.	4 2 0	2 12 0	2 9 0	4 6 0	5 0 0	3 12 2	4 10 0	3 14 0	3 2 0	5 8 0	5 14 0	5 8 6	5 15 6
Salt	Maund	2 1 8	2 0 0	2 1 1	2 3 7	2 1 10	2 1 [illegible]	2 0 0	2 7 5	3 10 2	3 13 3	4 1 11	4 0 0	4 0 0
Chillies°	,,	13 12 0	13 4 0	9 10 0	9 12 0	8 8 0	10 15 7	11 0 0	13 0 0	13 8 0	12 0 0	12 0 0	33 0 0	23 4 0
Black pepper° ...	Factory maund.	16 6 0	17 0 0	19 0 0	25 12 0	26 0 0	20 13 2	24 8 0	24 0 0	33 0 0	38 0 0	40 0 0	40 0 0	40 0 0
Turmeric°	Maund	6 2 0	7 12 0	10 4 0	9 12 0	9 8 0	8 10 10	8 0 0	7 4 0	11 0 0	18 0 0	17 4 0	15 12 0	13 7 0
Coriander seed° ...	,,	6 4 0	9 6 0	8 6 0	7 14 0	5 8 0	7 7 7	6 6 0	8 14 0	11 12 0	9 8 0	8 4 0	12 4 0	12 8 0
Betelnuts°	Factory maund.	4 14 0	6 8 0	6 12 0	6 4 0	5 12 0	6 0 5	7 2 0	8 8 0	8 8 0	11 0 0	12 0 0	10 12 0	12 4 0
Piece-goods°—														
Grey cotton mull 44 × 10 (dhooties).	Piece	1 8 9	1 11 3	1 13 3	1 11 6	1 15 7½	1 12 1	1 12 7½	1 9 0	1 13 10½	3 0 9	4 14 3	4 15 9	5 2 0
Grey shirtings 34 × 37½—38 yds	,,	5 1 0	5 11 6	6 4 0	6 0 6	5 15 6	5 12 11	6 2 0	5 8 0	6 5 6	7 8 0	12 6 0	14 14 0	18 0 0
Sarees	...	Quotations not available.												

INDEX NUMBERS.

(Average of 1909—1913 = 100.)

ARTICLES.	1909.	1910.	1911.	1912.	1913.	1914.	1915.	1916.	1917.	1918.	1919.	1920.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Potatoes	96	104	104	117	79	92	92	121	82	164	121	117
Mustard oil*	84	80	91	108	137	139	118	93	93	116	214	181
Kerosene oil* (Elephant brand).	95	97	90	105	113	116	116	132	160	184	216	211
Coal,* Jherria 1st class ...	110	73	68	116	133	123	103	83	146	156	147	159
Salt	100	95	98	107	100	95	117	125	182	196	190	190
Chillies*	125	121	88	89	77	100	118	123	109	109	307	212
Black pepper* ...	79	82	91	124	124	118	115	158	182	192	192	192
Turmerci*	71	89	119	112	109	92	84	127	207	199	182	155
Coriander seed* ...	84	125	112	105	74	85	119	157	127	110	164	167
Betelnuts*	81	108	112	104	95	118	141	141	183	199	178	203
Piece-goods*—												
Grey cotton mull 44×10 (dhooties).	88	97	104	98	113	102	89	106	174	279	284	292
Grey shirtings 34×37½—38 yds.	87	98	108	104	103	105	95	109	129	213	256	310
Sarees	...	...	...	...	...	...	...	...	...	...	...	...
General average (unweighted).	96	98	97	105	104	107	117	123	134	146	178	190

NOTE.—The figures represent the average of prices ruling in January and July of each year.
*Relate to wholesale prices, as retail prices are not readily available.

Average annual prices of Rice, Arhar dal, Ghee, Raw Sugar (Gur) and Salt in the Bengal Presidency (excluding Calcutta) with Index Numbers, 1909-1919.

PRICES.

Article.	Rate per	1909.	1910.	1911.	1912.	1913.	Average, 1909-1913.	1914.	1915.	1916.	1917.	1918.	1919.
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Rice, common † ...	Md.	4,506	3,578	3·67	4,155	5·3	4,242	5,562	5,761	5,365	4,618	4,125	7,394
Arhar dal † ...	"	4,883	4·03	3,805	4,116	4,646	4,296	6,164	6,481	6,167	5,767	6,097	10,803
Ghee° ...	"	39,837	45,846	47,083	50,231	54·85	47,569	54,017	51,883	54,008	58,013	65,225	78,818
Raw sugar (gur)° ...	"	6,835	6,735	6,751	6,865	6,543	6,746	7,374	7,497	8,399	8,372	8,109	9,982
Salt † ...	"	2,073	2,054	2,186	2,214	2,173	2·14	2,295	2,895	3,535	4,199	4,518	3·92

INDEX NUMBERS.

(Average of 1909-1913 = 100.)

Article.	1909.	1910.	1911.	1912.	1913.	1914.	1915.	1916.	1917.	1918.	1919.
Rice†	106	84	87	98	125	131	136	126	109	97	174
Arhar dal†	114	94	88	96	108	143	151	143	134	142	251
Ghee°	84	96	99	106	115	114	109	114	122	137	166
Raw sugar (gur)° ...	101	100	100	102	97	109	111	124	124	120	148
Salt†	97	96	102	103	102	107	135	165	196	211	183
General average (unweighted)	100	94	95	101	110	121	128	134	137	141	184

† Figures relate to wholesale prices, retail prices not being available.
° " " retail prices.

APPENDIX II.

HOUSE RENTS, Calcutta.

Statistics of House Rents in Calcutta during the years 1905 to 1918.

Serial No.	Locality.	Monthly Rent.																							
		1905	1906.	1907.	1908.		1909.	1910.	1911.	1912.	1913.	1914.			1915.			1916.			1917.			1918.	
		Rs.	Rs.	Rs.	Rs.	A.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.
	Ward No. 3.																								
1	Zariff's Lane ...	26	26	28	28	0	28	30	30	30	30	30	0	0	30	0	0	30	0	0	30	0	0	30	0
2	Ditto ..	45	45	47	47	0	47	47	47	47	45	45	0	0	45	0	0	45	0	0	45	0	0	55	0
3	Beadon Street ...	53	53	53	53	0	55	55	55	55	55	55	0	0	55	0	0	55	0	0	55	0	0	60	0
	Ward No. 4.																								
1	Shib Narayan Das Lane	37	37	37	38	0	38	45	45	45	45	45	0	0	45	0	0	45	0	0	50	0	0	50	0
2	Ditto ...	60	60	60	68	0	68	68	72	72	72	77	0	0	77	0	0	90	0	0	90	0	0	90	0
3	Sukea Street ...	68	68	68	68	0	68	68	68	68	68	68	0	0	68	0	0	75	0	0	75	0	0	75	0
	Ward No. 5.																								
1	Nimtola Ghat Street	55	55	55	60	0	60	60	68	68	68	68	0	0	68	0	0	68	0	0	68	0	0	74	0
	Ward No. 7.																								
1	Pollock Street ...	275	275	375	375	0	375	375	375	400	400	400	0	0	400	0	0	400	0	0	550	0	0	550	0
2	Ezra Street ...	125	125	130	130	0	130	130	130	150	160	160	0	0	160	0	0	160	0	0	160	0	0	350	0
3	Radha Bazar Street ...	66	66	75	75	0	75	75	75	90	125	125	0	0	125	0	0	125	0	0	125	0	0	250	0
4	Ditto ...	140	140	140	140	0	140	140	140	160	250	260	0	0	260	0	0	260	0	0	260	0	0	260	0
5	Old China Bazar Street	330	330	400	400	0	400	400	400	500	500	500	0	0	500	0	0	600	0	0	600	0	0	600	0

	Ward No. 8.																							
1	Colootola Street ...	350	410	410	410	0	410	410	410	410	410	680	0	0	680	0	0	680	0	0	680	0	0	800	0
2	Giri Babu's Lane ...	66	66	68	68	0	68	68	79	82	90	100	0	0	100	0	0	100	0	0	100	0	0	...	
	Ward No. 10.																							
1	Chandney Chowk 2nd Lane.	20	20	20	20	0	20	22	23	23	23	25	0	0	25	0	0	(a) 27	0	0	(a) 27	0	0	(a) 28	0
2	Rafi Serang's Lane ...	20	20	20	20	0	20	20	20	20	20	20	0	0	20	0	0	20	0	0	20	0	0	25	0
3	Ditto ...	22	24	24	24	0	24	24	24	24	24	24	0	0	24	0	0	24	0	0	24	0	0	30	0
4	Bow Bazar Street ...	67	67	67	77	0	77	77	77	77	112	112	0	0	112	0	0	112	0	0	112	0	0	123	0
	Ward No. 12.																							
1	Old Court House Street.	725	725	800	800	0	800	800	800	875	875	965	0	0	965	0	0	965	0	0	965	0	0	1,500	0
2	Ditto ...	1,600	1,600	1,600	1,600	0	1,600	1,600	1,600	1,750	1,800	1,800	0	0	1,800	0	0	1,800	0	0	2,000	0	0	2,000	0
3	Hare Street ...	425	425	475	475	0	475	475	475	525	525	525	0	0	525	0	0	525	0	0	525	0	0	...	
4	Waterloo Street ...	480	480	480	480	0	480	480	480	480	450	450	0	0	450	0	0	450	0	0	450	0	0	450	0
5	Crooked Lane ...	155	155	160	160	0	160	160	160	160	160	160	0	0	160	0	0	160	0	0	160	0	0	160	0
6	Ditto ...	104	104	104	104	0	125	125	125	125	125	125	0	0	125	0	0	125	0	0	125	0	0	125	0
	Ward No. 13.																							
1	Chowringhee Road ...	600	600	700	700	0	700	700	700	750	750	750	0	0	800	0	0	800	0	0	800	0	0	800	0
2	Ditto ...	175	175	175	175	0	175	250	250	250	250	250	0	0	250	0	0	250	0	0	250	0	0	250	0
3	Lindsay Street ...	160	160	170	170	0	170	170	170	180	180	180	0	0	180	0	0	180	0	0	190	0	0	220	0
4	Sudder Street ...	275	275	300	300	0	300	300	300	320	320	320	0	0	320	0	0	320	0	0	350	0	0	...	
5	Dhurrumtollah Street	65	65	65	65	0	80	80	80	80	80	80	0	0	80	0	0	80	0	0	85	0	0	85	0
6	Ditto ...	85	85	79	75	0	75	75	75	75	75	90	0	0	90	0	0	90	0	0	90	0	0	90	0

Serial No.	Locality.	Monthly Rent.																												
		1905.	1906.	1907.	1908.		1909.	1910.	1911.	1912.	1913.	1914.			1915.			1916.			1917.			1918.	
	Ward No. 14.	Rs.	Rs.	Rs.	Rs.	A.	Rs.	Rs.	Rs.	Rs.	Rs	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.
												(a)			(a)			(a)			(a)			(a)	
1	Wellesley Square ...	62	65	65	65	0	67	70	70	70	80	86	2	3	86	2	3	94	2	3	94	2	3	90	0
2	Ditto ...	61	61	61	61	0	61	61	61	69	75	75	0	0	80	0	0	80	0	0	80	0	0	85	0
	Ward No. 15.																								
1	Outram Street ...	400	400	425	425	0	425	425	425	450	450	450	0	0	450	0	0	450	0	0	450	0	0	450	0
2	Royd Street ...	60	62	64	64	0	67	84	84	84	90	90	0	0	97	8	0	97	8	0	97	8	0	97	8
	Ward No. 16.																								
1	Wood Street ...	750	775	775	793	12	800	920	920	920	920	920	0	0	920	0	0	920	0	0	920	0	0	920	0
	Ward No. 18																								
1	Chapel Road, Hastings	38	38	38	40	0	42	42	42	42	46	50	0	0	50	0	0	50	0	0	50	0	0	50	0

(a) Inclusive of taxes.

Department of Statistics, India.

Certified
A. Mitra,
Superintendent,
Department of Statistics.

APPENDIX III.

Statement showing the percentage of increase of maintenance charges of prisoners from 1914-19 as compared with the quinquennium 1909-13.

1909.	1910.	1911.	1912.	1913.	Average cost per head during years 1909-13.	1914.		1915.		1916.		1917.		1918.		1919.	
Average cost per head.	Average cost per head.	Average cost per head.	Average cost per head.	Average cost per head.		Average cost per head.	Increase per cent. over the average for 1909-13.	Average cost per head.	Increase per cent. over the average for 1909-13.	Average cost per head.	Increase per cent. over the average for 1909-13.	Average cost per head.	Increase per cent. over the average for 1909-13.	Average cost per head.	Increase per cent. over the average for 1909-13.	Average cost per head.	Increase per cent. over the average for 1909-13.
Dieting Charges.																	
Rs. A.	Rs. A.	Rs. A.	Rs. A.	Rs. A.	Rs. A.	Rs. A.		Rs. A.		Rs. A.		Rs. A.		Rs. A.		Rs. A.	
53 15	43 6	35 7	35 11	40 7	41 9½	44 15	8 08	47 7	14·1	48 5	16·2	47 5	13·7	44 7	6·8	60 10	45·8
Hospital Charges.																	
5 3	7 4	5 3	6 0	6 13	6 4¾	7 0	11·3	7 10	21 2	7 11	22·2	7 10	21·2	9 0	43·1	9 14	57·05
Clothing and Bedding Charges.																	
6 6	5 8	4 5	4 9	4 2	4 15¾	6 0	20·7	6 0	20·7	6 9	31·9	5 10	13	11 4	125 9	11 1	122·3
Sanitation Charges.																	
2 9	2 5	2 0	2 3	2 6	2 4½	2 10	14·7	2 4	1·6	2 12	20·2	2 9	12	4 5	88·5	4 6	91·2
69 1	57 7	46 15	48 7	53 12	55 2	60 9	9·8	63 5	14·8	65 5	18·4	63 2	14·5	69 0	25·1	85 15	59·3

APPENDIX IV.

Statement showing hostel charges (pre-war and present) per head.

Place.	Pre-war cost.				Present cost.				Percentage of increase of present cost over pre-war cost of—			
	Food.	Establishment.*	Miscellaneous.	Total.	Food.	Establishment.*	Miscellaneous.	Total.	Food.	Establishment.*	Miscellaneous.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
	Rs. A. P.	Rs. A.	Rs. A.	Rs. A. P.	Rs. A. P.	Rs. A.	Rs A.	Rs. A. P.				
Calcutta—												
Wann Hostel ...	(b) 0 0	...	...	...	(b) 14 0 0	8 0	...	...	55	...	...	...
Krishnagar ...	5 11 6	2 4	6 14	14 13 6	7 15 0	3 3	11 0	22 2 0	38·8	41·7	60	49
Rajshahi ...	5 12 0	1 8	...	7 4 0	10 0 0	1 8	...	11 8 0	74	...	...	59
Hooghly—												
(A) ...	10 13 6	(a) 2 0	...	12 13 6	15 2 7	(a) 2 8	...	17 10 7	34·1	25	...	37·5
(B) ...	4 6 0	0 9	...	4 15 0	6 10 0	(a) 0 14	...	7 8 0	51·4	55	...	52
(C) ...	7 0 0	...	...	...	9 0 0	(a) 1 8	...	10 8 0	28·5	...	...	...
Dacca—												
(A) ...	No fixed rates of charges before 1914				10 7 0	5 0	8 0	23 7 0	...	...	...	...
(B) ...					10 3 0	4 0	8 0	22 3 0	...	...	...	...

* Includes seat-rent, cost of light, pay of servants, etc.
(a) No seat-rent is charged.
(b) Includes tiffin.

(A) Gives the figure for the Hindu hostels.
(B) Ditto Hooghly and Dacca Madrassas.
(C) Ditto Hooghly College Muhammadan hostel.

APPENDIX V.

STATEMENT SHOWING CHARGES IN THE KRISHNAGAR COLLEGE HOSTEL.

Year.	Number of boarders putting up together.	Cost of food per head. Rice at ¼ seer per meal = 15 seers per month.	Pulse at 1 chittack per meal = 4 seers per month.	Fish and vegetables at about one anna per head per day.	Mustard oil, salt, spices, etc., average per head.	Extra cost for flour, milk, sago, etc., for sick diet.	Total.	Seat-rent per month.	Establishment charges per head. Cook for 2 cooks, 4 servants, 1 mother, including food and pay.	Fuel, coke.	Kerosine oil for lamps for lighting.	Kitchen utensils.	Total.	Contribution for furniture per month.	Contribution for medicine per month.	Other expenses per month on a minimum scale. Tiffin.	Washing, shaving, etc.	Clothing, including bed sheets, shoes, etc.(c)	Other sundries.	Total.	Grand total showing total average cost per head per month.	Remarks
		Rs. A.	Rs. A. P.	Rs.	Rs. A.	Rs. A.	Rs. A. P.		Rs. A.	Rs. A. P.	Rs. A. P.	Rs. A.	Rs. A.	Rs. A. P.	Rs. A.	Rs.	Rs. A.	Rs. A.	Rs.	Rs. A.	Rs. A. P.	
1913.																						
August ...	50	2 1	0 8 6	2	0 10	0 8	5 11 6	Nil (Government paid the whole of the rent.)	1 8	0 5 6	0 5 6	0 1	2 4	Nil	0 1	3	0 12	2 2	1	6 14	14 14 6	The boarders in the Krishnagar College hostel had not to pay any seat-rent in 1913 and furniture was supplied free.
1920.																						
August ...	50	3 3	0 14 0	2(a)	1 2	0 12	7 15 0	1 (Government paid half the rent, the other half being paid by boarders.)	1 15	0 10 0	0 9 0	0 1(b)	3 34	0 1 4	0 3	4	1 0	5 0	1	11 0	23 6 4	(a) The daily bazar allowance remaining the same the boarders can get fish once a week. (b) Kitchen utensils and lamps are now generally purchased from the savings of the vacation charges. (c) This does not include any cost for warm clothing.

Price of commodities.

	Rice used by middle class men per maund.	Average price of different kinds of pulse per maund.	Kerosine oil per tin.	Coke per maund.	Fish per seer.
	Rs. A.	Rs. A.	Rs. A. P.	Rs. A.	Rs. A.
August 1913	5 8	5 8	2 3 0	0 8	0 8
Average price for year	5 9	5 10	2 2 9	0 8	0 8
August 1920	8 8	8 12	4 2 0	1 2	0 14
Average price for year up to November.	8 6	9 1	4 2 6	about 1 2	0 14

Cost for each cook and servant.

		Pay per month.	Cost of food per month.	Clothing, etc.
		Rs. A.	Rs. A.	
Cook ...	1913	8 0	5 12	One piece of cloth at Puja time.
	1920	9 0	8 0	One piece of cloth at Puja and one blanket in winter.
Servant ...	1913	5 8	5 12	One piece of cloth at Puja time.
	1920	6 0	8 0	One piece of cloth at Puja and one blanket in winter.

Details of clothing, etc., on a minimum scale excluding warm clothing.

Per year.	1920.	1913.
	Rs. A.	Rs. A.
Cloth four pairs	24 0	8 0
Two shirts	6 0	3 0
Two coats	12 0	5 0
Bed sheets etc.	4 0	1 8
Shoes and slippers ...	10 0	6 0
Mosquito curtain, napkin, etc.	4 0	2 0
Total ...	60 0 (Rs. 5 on an average per month.)	25 8 (Rs. 2-2 on an average per month.)

APPENDIX VI.

Proposed new values of clerical posts.

Present Value.	Proposed Value.	Present Value.	Proposed Value
25	40	200	240
27, 28, 29, 30	45	210	250
32, 34	55	216	260
35, 36, 38, 39	60	220	265
40, 42	65	225	270
44, 45, 46	70	230	275
48, 49, 50, 51, 52	75	235	280
53, 54, 55	80	240	290
56, 58	85	250	300
60, 62	90	265	320
64, 65	95	275	330
66, 70	100	280	335
75	105	290	350
80	110	300	360
85, 86	120	310	370
90	125	320	385
92	130	325	390
95	135	330	395
100, 101, 105, 106	140	340	410
110	145	350	420
115	150	360	430
120	155	370	445
125	160	375	450
129, 130	170	380	455
135	175	390	470
140	180	400	480
142	185	410	490
145	190	420	500
150	195	425	510
160, 165	200	430	515
170, 175	210	440	530
180	220	450	540
185	230	475	570
190	235	500	600

APPENDIX VII.

List of offices or establishments in which the Darjeeling, Kalimpong, Siliguri, Alipur Duars (and Bhalka), the Chittagong Hill Tracts and the town (*a*) allowances should be admissible to ministerial officers (*b*) employed in these areas.

Executive offices, *i.e.*, establishments of the district officers including khas-mahal and "Excluded" establishments (*c*).

Judicial offices, *i.e.*, offices under District Judges.

Commissioner of Presidency Division.

Deputy Inspectors-General of Police (lower division only).

Superintendents of Police.

Superintendent, Political Pensions, Alipur (excluding head assistant).

Civil Surgeon's offices.

Registration offices (*d*).

Forest offices, including the office of the Conservator of Forests.

Offices under (the Director of Public Health) excluding his own office.

Agricultural departmental offices.

Establishments under Superintending and Executive Engineers (*e*).

Traffic Registration Department.

Clerks in Lloyd Botanic Garden and Mungpoo Quinine Factory.

(*a*) Calcutta, Howrah (Sadar) and Alipur (Sadar & Sealdah).
(*b*) Excluding Shorthand-writers & typists in the case of the town allowance.
(*c*) Including tahsildars, etc., but not sircars.
(*d*) Excluding Registrar of Calcutta & Registrar, Joint-Stock Companies.
(*e*) Excluding draftsmen and estimators includes tahsildars, etc., but not sircars.

APPENDIX VIII.

The average cost of an appointment with a progressive or time-scale pay is arrived at by adding to the minimum pay a certain portion of the difference between the minimum and the maximum.

2. The ordinary method of calculating the average pay depends on the number of years taken to rise from the minimum to the maximum, and on the nature of the appointment, *i.e.*, ministerial or non-ministerial.

I. Ministerial (*i.e.*, clerical; also menial like peons.)

II. Non-ministerial (*i.e.*, of an administrative or executive character, *e.g.*, I.C.S., I.F.S., P.C.S., Sub-Judges and lower down police-constable, school teacher, etc.).

3. Under class I, the addition to the minimum pay (*vide* paragraph 1) is equal to (1) three-fourths (*i.e.*, $\frac{15}{20}$) of the difference between minimum and maximum if the period of rise is *five* years, and (2) one-half (*i.e.*, $\frac{10}{20}$) for *twenty* years.

4. Under class II, the addition to minimum pay (*vide* paragraph 1) is equal to (1) two-thirds (*i.e.*, $\frac{10}{20}$) of the difference if the period of rise is *five* years and (2) one-half (*i.e.*, $\frac{10}{20}$) for *twenty* years.

5. The scales therefore are—

Number of years.	Non-ministerial.	Ministerial.	Number of years.	Non-ministerial.	Ministerial.
0	$\frac{20}{20}$	$\frac{20}{20}$	16	$\frac{49}{20}$	$\frac{34}{20}$
1	$\frac{54}{20}$	$\frac{37}{20}$	17	$\frac{48}{20}$	$\frac{33}{20}$
2	$\frac{78}{20}$	$\frac{54}{20}$	18	$\frac{47}{20}$	$\frac{32}{20}$
3	$\frac{72}{20}$	$\frac{51}{20}$	19	$\frac{46}{20}$	$\frac{31}{20}$
4	$\frac{66}{20}$	$\frac{48}{20}$	20	$\frac{45}{20}$ (=$\frac{1}{2}$)	$\frac{30}{20}$ (=$\frac{1}{2}$)
5	$\frac{60}{20}$ (=$\frac{3}{4}$)	$\frac{45}{20}$ (=$\frac{3}{4}$)	21	$\frac{44}{20}$	$\frac{29}{20}$
6	$\frac{59}{20}$	$\frac{44}{20}$	22	$\frac{43}{20}$	$\frac{28}{20}$
7	$\frac{58}{20}$	$\frac{43}{20}$	23	$\frac{42}{20}$	$\frac{27}{20}$
8	$\frac{57}{20}$	$\frac{42}{20}$	24	$\frac{41}{20}$	$\frac{26}{20}$
9	$\frac{56}{20}$	$\frac{41}{20}$	25	$\frac{40}{20}$	$\frac{25}{20}$
10	$\frac{55}{20}$	$\frac{40}{20}$	26	$\frac{39}{20}$	$\frac{24}{20}$
11	$\frac{54}{20}$	$\frac{39}{20}$	27	$\frac{38}{20}$	$\frac{23}{20}$
12	$\frac{53}{20}$	$\frac{38}{20}$	28	$\frac{37}{20}$	$\frac{22}{20}$
13	$\frac{52}{20}$	$\frac{37}{20}$	29	$\frac{36}{20}$	$\frac{21}{20}$
14	$\frac{51}{20}$	$\frac{36}{20}$	30	$\frac{35}{20}$	$\frac{20}{20}$
15	$\frac{50}{20}$	$\frac{35}{20}$			

Example—

Class II—Pay Rs. 200—25—500 (12 years)—$\frac{300}{1}$* × $\frac{53}{20}$ = $\frac{530}{3}$ ...	...	176⅔
Minimum pay = ...	...	200
Average pay ...	...	376⅔
Class I—Pay Rs. 250—25—400 (6 years)—$\frac{150}{1}$* × $\frac{44}{6}$ = ...	...	110
Minimum pay = ...	...	250
Average pay ...	...	360

* Difference between minimum and maximum.

APPENDIX IX.

I.

(*Letter dated the 21st March 1921 from Mr. F. J. Hull, General Manager, Remington Typewriter & Co.*)

In my opinion, typists entering Government service on the terms mentioned in your letter should be able to transcribe accurately from legible handwriting or printed manuscripts at the net rate of 30 words per minute. I think the test should be for half an hour and the paper should be marked on the basis of a penalty of five words for every mistake. A mistake should comprise misspelling, wrong spacing, wrong paragraphing, one letter typed over another and, indeed, any error. For example, if a typist typed, say, 1,200 words in half an hour and there were ten errors, the net speed would be 1,200 less 50 equals 1,150 words divided by 30 giving a speed of 38 words per minute. The manuscript should be such as is used in ordinary Government correspondence and the maximum percentage of errors permissible should be not more than 5 per cent.

I am in agreement with the suggestion that there should be an efficiency bar at Rs. 70 per mensem and I think that the typing test at this stage should be similar to the one suggested above, with the exception that the net speed should be 40 words per minute and the percentage of errors permissible not more than 3.

I think the above suggestions are well within the capacity of any typist of average ability.

The greatest speed ever obtained by any typist is 137 words per minute net, and 147·6 words per minute gross, for one-half hour, and it is not unusual for typists to write accurately at a speed of 60 words per minute.

II.

(Letter dated the 22nd January 1921 from Mr. F. J. Hull, General Manager, Remington Typewriter & Co.)

I desire, however, to preface my remarks with the statement that up to now typists and, to a lesser extent, stenographers have been regarded almost as menials doing mechanical work with the result that very few, with any brains or ambition, have been prepared to take up this work. The result to-day is, among typists almost as a whole, hopeless inefficiency.

In England and America typists generally become stenographers and they regard their work as a stepping-stone to something better in the way of a secretariat appointment or even an executive head. In India, a typist, generally speaking, remains a typist until the end of his days.

Very little practice is needed to become a typist. In England and America, and in other countries as well, office clerks who have access to a typewriter usually make themselves competent to operate it and typing becomes an accessory to their other qualifications. Girls in those countries usually go to a commercial school to learn typewriting because they do not enter offices in a similar capacity to that of an office boy and therefore do not have the opportunity of learning to operate a typewriter except by attending classes. In India the position of typists is regarded with so much odium that an ordinary clerk in an office regards it as beneath his dignity to use a machine. I do not know why this feeling should exist among Indian clerks because they have the example of their higher officers, a large percentage of whom own and operate their own machines. The fact remains that this feeling against typing does exist in the minds of most Indian clerks. As you rightly say in your letter, the question is chiefly one of education and pay. A demand for better educational qualifications and the improvement in the pay and prospects of typists and shorthand writers would, in time, no doubt, break down the prejudice which exists against adopting typing and shorthand writing as a career but, in my opinion, it will take some considerable time to do this in view of the fact that this prejudice has existed for so long.

The first thing which has to be done is to fix the standard of education required of typists, and in my opinion this should certainly not be lower than the Matriculation Examination of the Calcutta University or a similar examination. Candidates for the position of typists should be specially examined for their knowledge of English and one subject of the examination should, without doubt, be copying manuscripts. If this educational test were insisted on them the pay should be as follows :—

The commencing pay for any qualified typist should not be less than Rs. 50 per month. There should be a Rs. 10 increase after 12 months' satisfactory service, the first year being regarded as a probationary period, and once a typist has passed this probationary period he should be assured of receiving a salary of Rs. 60 per month. From that time on I think the scale should be an increase of Rs. 5 per annum for the first two years and then Rs. 5 for each two years of service up to a maximum of Rs. 100 per month.

During the time that a typist is employed as a typist every inducement should be made to influence him to take up the study of shorthand. A man with the educational qualifications suggested in this letter and who has passed an examination in copying manuscripts would, I should imagine, have sufficient ambition to study shorthand at his own expense, particularly as the fees for teaching shorthand either in the Government Commercial Classes or some other approved institution are exceptionally low. Vacancies for stenographers should, ordinarily be filled from the ranks of typists already in the employ of Government and I think an examination should be held separately for these men as is done in the case of boy clerks who desire to enter the Second Division of the English Civil Service. The position of stenographers should only be thrown open to the general public when there are insufficient successful candidates from the ranks of typists already in the employ of Government to fill the number of vacancies offered.

No one should be employed as a stenographer unless he is competent to transcribe correctly half an hour's dictation from unfamiliar matter of the standard of a newspaper leading article dictated at the rate of 100 words per minute. All stenographers should also be qualified to operate a typewriter without mistakes at a net rate of 40 words per minute.

If a stenographer were competent to pass this test he should be given an initial salary of Rs. 120 per month. The first year of his service should be regarded as on probation and provided he were considered satisfactory at the end of that period the salary should be increased by Rs. 15. He should then be put on a scale increase of Rs. 5 per annum until he reached a salary of Rs. 170 per month and then Rs. 10 per month to a maximum of Rs. 220.

There is a class of shorthand writers who are regarded as professional men and these men can command much higher salaries than the ordinary office shorthand writers. They are men who can make verbatim reports of committees, debates, judgments, etc., and I believe they are regarded everywhere as in a class by themselves. Any person with average educational qualifications and an adaptability for office work can qualify to write shorthand up to a speed of 150 words a minute. Beyond that it is difficult for the average

shorthand writer to go, and it takes years of actual practice to add materially to this speed. I take it that in Government service there is a demand for what I call professional shorthand writers, men who can take down and transcribe accurately matters dictated at a speed of anything between 150 and 230 words a minute. I would therefore suggest that among the shorthand writers in Government service an examination should be held to fill such vacancies as might arise. The test should be of varying speeds, say at 150, 170, 180 and 200 words a minute. The most successful candidate in such an examination, provided his speed in shorthand were not less than 150 words a minute, should be granted a commencing salary of Rs. 250 and he should be put on a scale of Rs. 10 per annum for the first 5 years and provided he is qualified at the end of that period to write 180 words a minute he should be put on a continuing scale of Rs. 20 per annum to a maximum of Rs. 400 or even Rs. 500 per month.

I desire to say a word in reference to typewriting and shorthand examinations. You have, no doubt, come across many men holding certificates from schools testifying that they are able to write shorthand and operate a typewriter at specified speeds. It is almost invaribly the case that when put to the test the holders of these certificates cannot write anything like the speeds they hold certificates for. The reason is that most typewriting and shorthand schools are conducted by unqualified teachers whose only interest is to obtain the fees of their students. The typewriter equipment of most of these schools generally consists of obsolete models, mostly in an unworkable condition, which are no longer used in either Government or commercial offices. Examinations in typewriting should be conducted with great strictness. I myself have seen examinations conducted in the United States for prizes of considerable value. For example, our own Company offers a prize of a new Remington Typewriter to anyone who can write 60 words per minute for 15 minutes without a single mistake, the idea of the examination being to encourage accuracy in typewriting. These prizes of Remington Typewriters are frequently won. The examinations are conducted either in our own offices or in a public hall and are supervised by a member of the Chamber of Commerce of the town in which the examination is held. The matter is original and is printed. It is distributed about two minutes before the gentleman in charge of the examination gives the order to start typing. In ordinary examinations, as distinct from the accuracy examinations referred to, 10 words are deducted for every error whether in spacing, punctuation, typing one letter over another or, indeed, any mistake whatever.

In shorthand examinations the matter to be dictated should be original and, as indicated above, should be in the nature of what is generally found in the leading article of a good newspaper. The transcription should be made on the typewriter not less than 24 hours after the matter was dictated.

I may mention, in conclusion, that the Remington Typewriter Company has trained a very large number of typists for Government and is willing to continue to do so. In Calcutta the need for our doing this work does not exist to so great an extent as in the mofussil because, in Calcutta, there are others who can do this teaching. In the whole of Bengal, outside of Calcutta, however, I doubt, if there are more than 4 or 5 schools which are competent or properly equipped to teach typewriting. It was, probably, because of this reason that the Government of Bengal asked us to conduct typewriting classes for their clerks at Jalpaiguri, Comilla, Barisal and previously at Dacca. The Government of Bihar and Orissa took a similar step on the inauguration of the new province of Bihar and Orissa when we, at their request, opened classes for teaching their clerks at Patna, Ranchi and Cuttack.

If your Government would lead the way in adopting some such plan as that recommended above for the improvement of the lot of stenographers and typists, I am firmly of opinion that a better class of man would be obtained than is at present the case and that typing and shorthand would become occupations which would be eagerly sought after to the advantage of the men themselves and Government and the country in general.

III.

D.-O. No. 2136.

GOVERNMENT COMMERCIAL INSTITUTE, CALCUTTA.

The 22nd March 1921.

DEAR SIR,

A typist at the time of his recruitment may not have attained a speed of 45 words per minute to type accurately at which rate would presuppose his being an efficient typist. The candidates before recruitment might be given a speed test for 10 minutes at 35 words per minute with 4 per cent. errors allowed. But the test for efficiency bar should, I think, be a speed test for half an hour at 45 words per minute with 2 per cent. errors allowed.

Yours truly,

G. K. SEN.

To S. N. ROY, ESQ., I.C.S.,

Ministerial Salaries Committee,

Writers' Buildings, Calcutta.

APPENDIX X.

Statement showing office by office the extra cost involved.

(1) Ministerial establishments.

Serial No.	Name of office.	Present cost.			Proposed cost.			Increase per mensem.			Increase per annum.			Percentage of increase.
1	2	3			4			5			6			7
		Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	
1	Bengal Secretariat, Chief Secretary's office.	9,916	0	0	13,413	4	0	3,497	4	0	41,967	0	0	35
2	Bengal Secretariat—Finance Secretary's office.	8,607	0	0	11,918	6	8	3,311	6	8	39,737	0	0	38
3	Bengal Secretariat—Local Self-Government and Education Secretary's office.	6,487	0	0	9,120	8	0	2,633	8	0	31,602	0	0	40
4	Bengal Secretariat—Revenue Secretary's office.	4,923	0	0	7,171	13	4	2,248	13	4	26,986	0	0	45
5	Bengal Secretariat—Agriculture and Industry Department.	2,069	0	0	3,138	4	0	1,069	4	0	12,831	0	0	51
6	Bengal Secretariat—Public Works Department.	8,220	0	0	11,225	6	8	3,005	6	8	36,065	0	0	36
7	Legislative Department	1,232	10	8	1,610	12	0	378	1	4	4,537	0	0	30
8	Book Depôt ...	1,015	0	0	1,252	4	0	237	4	0	2,847	0	0	23
9	Secretariat Record Room	2,910	0	0	3,855	10	8	945	10	8	11,348	0	0	32
10	Office of the Bengali Translator.	1,140	0	0	1,522	5	4	382	5	4	4,588	0	0	33·5
11	Office of the Private Secretary to the Governor.	863	5	4	1,263	10	8	400	5	4	4,804	0	0	46
12	Office of the Military Secretary to the Governor.	728	12	0	1,118	12	0	390	0	0	4,680	0	0	53
13	Posts outside the regular cadre of the Secretariat.	2,982	15	5	4,252	5	4	1,269	5	11	15,232	7	0	42
14	Stenographers and Council Reporters in the Secretariat.	4,541	10	8	5,652	5	4	1,110	10	8	13,328	0	0	24
15	High Court (Original Side).	12,487	1	4	16,265	6	8	3,778	5	4	45,340	0	0	30
16	High Court (Appellate Side), Judicial Department.	23,845	0	0	30,629	5	4	6,784	5	4	81,412	0	0	29
17	Office of the Official Receiver.	905	0	0	1,217	1	4	312	1	4	3,745	0	0	34
18	Board of Revenue ...	3,750	0	0	4,589	8	0	839	8	0	10,074	0	0	22
19	Lady Adviser to the Court of Wards.	136	10	8	172	5	4	35	10	8	428	0	0	26
20	Office of the Director of Public Instruction.	4,789	2	8	6,782	1	4	1,992	14	8	23,915	0	0	41
21	Assistant Director of Public Instruction for Muhammadan Education.	250	0	0	485	13	4	235	13	4	2,830	0	0	94

Serial No.	Name of office.	Present cost.			Proposed cost.			Increase per mensem.			Increase per annum.			Percentage of increase.
1	2	3			4			5			6			7
		Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	
22	Director of Land Records.	1,509	12	0	1,905	0	0	396	4	0	4,755	0	0	26
23	Chief Engineer, Public Health Department.	535	0	0	732	8	0	197	8	0	1,370	0	0	37
24	Commissioner of Excise and Salt.	2,189	2	8	3,059	1	4	869	14	8	10,439	0	0	39
25	Commissioner of Police	5,408	10	8	8,659	1	0	3,250	6	4	39,004	12	0	60
26	Inspector-General of Police.	5,107	8	0	6,643	9	4	1,536	1	4	18,433	0	0	30
27	Deputy Inspector-General, Criminal Investigation Department.	1,329	2	8	1,727	13	4	398	10	8	4,784	0	0	29
28	Deputy Inspector-General, Presidency Range.	480	0	0	653	10	8	173	10	8	2,084	0	0	36
29	Deputy Inspector-General, Burdwan Range.	465	0	0	653	10	8	188	10	8	2,264	0	0	40
30	Deputy Inspector-General, Dacca Range.	505	0	0	653	10	8	148	10	8	1,784	0	0	29
31	Deputy Inspector-General, Bakarganj Range.	480	0	0	653	10	8	173	10	8	2,084	0	0	36
32	Deputy Inspector-General, Rajshahi Range.	500	0	0	653	10	8	153	10	8	1,844	0	0	30
33	Deputy Superintendent of Police, Rajshahi Range.	3,055	0	0	5,012	13	4	1,957	13	4	23,494	0	0	64
34	Deputy Superintendent of Police, Presidency Range.	2,290	0	0	3,885	13	4	1,595	13	4	19,150	0	0	69
35	Deputy Superintendent of Police, Dacca Range.	1,670	0	0	2,452	13	4	782	13	4	9,394	0	0	47
36	Deputy Superintendent of Police, Bakarganj Range.	2,050	0	0	3,187	10	8	1,137	10	8	13,652	0	0	55
37	Deputy Superintendent of Police, Burdwan Range.	2,750	0	0	4,506	5	4	1,756	5	4	21,076	0	0	63
38	Intelligence Branch, Criminal Investigation Department.	4,283	5	4	4,797	14	8	514	9	4	6,175	0	0	12
39	Special Branch, Commissioner of Police.	1,545	0	0	1,695	0	0	150	0	0	1,800	0	0	9
40	Director of Surveys ...	6,558	8	0	8,082	8	7	1,524	0	7	18,288	7	0	23
41	Surgeon-General ...	1,817	8	0	2,677	8	0	860	0	0	10,320	0	0	47
42	Inspector-General of Prisons.	2,168	5	4	2,858	5	4	690	0	0	8,280	0	0	31

Serial No.	Name of office.	Present cost.			Proposed cost.			Increase per mensem.			Increase per annum.			Percentage of increase.
1	2	3			4			5			6			7
		Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	
43	Inspector-General of Registration.	2,144	2	8	3,179	1	4	1,034	14	8	12,419	0	0	48
44	Director of Public Health	1,970	13	4	2,764	2	8	793	5	4	9,520	0	0	40
45	Registrar, Co-operative Societies, Calcutta office.	1,359	2	8	1,917	14	8	558	12	0	6,705	0	0	41
46	Assistant Registrar, Co-operative Societies, Dacca office.	357	1	4	525	6	8	168	5	4	2,020	0	0	47
47	Assistant Registrar, Co-operative Societies, Naogaon office.	312	1	4	459	6	8	147	5	4	1,768	0	0	47
48	Superintendent, Civil Veterinary Department.	418	9	4	509	2	8	90	9	4	1,087	0	0	21
49	Legal Remembrancer ...	760	0	0	1,030	0	0	270	0	0	3,240	0	0	35
50	Registrar, Joint stock Companies.	462	8	0	654	0	0	191	8	0	2,298	0	0	41
51	Agent for Government Consignments.	1,735	12	0	2,065	13	4	330	1	4	3,961	0	0	19
52	Protector of Emigrants, Calcutta.	889	9	4	1,256	10	8	267	1	4	4,405	0	0	41
53	Embarkation Agent and Assistant Superintendent of Emigration, Goalondo.	70	6	8	103	5	4	32	14	8	395	0	0	47
54	Director of Fisheries ...	305	5	4	375	0	0	69	10	8	836	0	0	22
55	Municipal Magistrate, Calcutta.	522	8	0	884	5	4	361	13	4	4,342	12	0	69
56	Port Offices, Calcutta ...	1,632	10	8	1,813	0	0	180	5	4	2,164	0	0	11
57	Head Shipping Office ...	875	2	8	978	9	4	103	6	8	1,241	0	0	11
58	Branch Shipping Office, Kidderpore.	1,012	10	8	1,043	6	8	30	12	0	369	0	0	3
59	Leadmen's quarters ...	36	10	8	61	0	0	24	5	4	292	0	0	66
60	Chief Presidency Magistrate.	2,738	12	0	4,190	2	8	1,451	6	8	17,417	0	0	53
61	Director of Industries ...	14,727	5	4	14,812	12	0	85	6	8	1,025	0	0	6
62	Bengal Veterinary College, Calcutta.	1,080	13	10	1,421	4	0	340	6	2	4,084	10	0	31
63	Customs House, Calcutta (Collector's establishment).	17,242	8	0	24,895	2	8	7,652	10	8	91,832	0	0	44
64	Customs House, Calcutta, (Chemical Examiner's establishment).	362	5	0	492	8	0	130	0	0	1,560	0	0	36
65	Small Cause Court, Calcutta.	5,941	0	0	8,560	12	3	2,619	12	3	31,437	3	0	44
66	Conservator of Forests ...	1,391	10	8	1,772	1	4	380	6	8	4,565	0	0	27
67	Divisional Forest offices	1,995	0	0	2,639	0	0	644	0	0	7,728	0	0	32

Serial No.	Name of office.	Present cost.	Proposed cost.	Increase per mensem.	Increase per annum.	Percentage of increase.
1	2	3	4	5	6	7
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
68	Calcutta Collectorate—General cadre.	3,675 0 0	5,532 12 0	1,857 12 0	22,293 0 0	50
69	Calcutta Collectorate—Special cadre of the Excise Branch.	322 4 0	433 5 4	111 1 4	1,333 0 0	34
70	Director of Agriculture	1,567 8 0	2,255 0 0	687 8 0	8,250 0 0	43
71	Research Laboratory, Dacca.	173 5 4	264 0 0	90 10 8	1,088 0 0	52
72	Deputy Director, Eastern Circle.	385 0 0	497 9 4	112 9 4	1,351 0 0	29
73	Deputy Director, Western Circle.	385 0 0	497 9 4	112 9 4	1,351 0 0	29
74	Deputy Director, Northern Circle.	403 5 4	522 1 4	148 12 0	1,785 0 0	36
75	Sericulture Branch ...	241 10 8	344 1 4	102 6 8	1,229 0 0	42
76	Collector of Customs, Chittagong.	960 0 0	1,490 8 0	530 8 0	6,366 0 0	55
77	Superintendent, Royal Botanic Garden, Calcutta, and Cinchona, Bengal.	1,118 0 3	1,571 6 8	453 6 5	5,440 13 0	40
78	Lloyd Botanic Garden, Darjeeling.	43 5 4	54 8 0	11 2 8	134 0 0	26
79	Quinine Factory of Maungpeo.	88 5 4	102 13 4	14 8 0	174 0 0	16
80	Administrator-General and Official Trustee.	5,463 12 0	7,637 8 0	2,173 12 0	26,085 0 0	39
81	Imperial Serologist ...	106 10 8	122 0 0	15 5 4	184 0 0	14
82	Registrar of Calcutta ...	930 0 0	1,393 13 4	463 13 4	5,566 0 0	49
83	Medical College ...	666 4 0	827 14 8	161 10 8	1,940 0 0	24
84	Medical College Hospitals	370 0 0	510 8 0	140 8 0	1,686 0 0	38
85	Chemical Examiner to Government.	275 8 0	344 5 4	68 13 4	826 0 0	25
86	Campbell Medical School	316 10 8	390 10 8	74 0 0	888 0 0	23
87	Campbell Medical School Hospital.	299 2 8	383 5 4	84 2 8	1,010 0 0	28
88	Presidency General Hospital.	206 5 4	294 2 8	87 13 4	1,054 0 0	42
89	Voluntary Venereal Hospital.	53 5 4	51 10 8	1 10 8*	20 0 0*	2
90	Sambhunath Pandit Hospital.	30 0 0	51 10 8	21 10 8	260 0 0	72
91	Superintendent, Census Operations.	155 0 0	212 10 8	57 10 8	692 0 0	37
92	Coroner of Calcutta ...	86 10 8	100 0 0	13 5 4	160 0 0	15
93	Albert Victor Leper Asylum.	53 5 4	61 0 0	7 10 8	92 0 0	13

* Decrease.

Serial No.	Name of office.	Present cost.			Proposed cost.			Increase per mensem.			Increase per annum.			Percentage of increase.
1	2	3			4			5			6			7
		Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	
94	Presidency Opium Godown.	606	10	8	732	0	0	125	5	4	1,504	0	0	20
95	Committee of Legal Education.	100	0	0	143	12	0	43	12	0	525	0	0	43·75
96	Public Prosecutor, Police Court, Calcutta.	225	0	0	349	0	0	124	0	0	1,488	0	0	55
97	Indian Law Reporters, Calcutta Series.	88	0	0	100	0	0	12	0	0	144	0	0	13
98	Superintendent, Governor's Estates.	625	0	0	870	6	5	245	6	5	2,944	13	0	39
99	Superintendent of Political Pensions, Alipore.	205	0	0	292	5	4	87	5	4	1,048	0	0	42
100	Superintending Engineer, South-Western Circle.	5,407	5	4	8,340	2	8	2 932	13	4	35,194	0	0	54
101	Superintending Engineer, Presidency Circle.	5,079	9	4	7,879	5	4	2,799	12	0	33,597	0	0	55
102	Superintending Engineer, Central Circle.	3,011	10	8	4,795	1	4	1,783	6	8	21.401	0	0	59
103	Superintending Engineer, Eastern Circle.	4,340	6	8	6,911	13	4	2,571	6	8	30,857	0	0	59
104	Superintending Engineer, Northern Circle.	4,090	6	8	6,462	1	4	2,371	10	8	28,460	0	0	57
105	Public Works office, Chittagong Hill Tracts.	245	0	0	542	2	8	297	2	8	3,566	0	0	121
106	Commissioners of Divisions.	9,615	8	0	14,628	12	0	5,013	4	0	60,159	0	0	52
107	Judicial offices in districts.	104,754	2	8	174,557	9	4	69,803	6	8	8,37,641	0	0	66
108	Executive offices, in districts.	106,929	2	8	169,297	5	4	62,368	2	8	7,48,418	0	0	58
109	Non-clerical posts in the Land Acquisition establishment of the Collector, 24-Parganas.	145	0	0	197	8	0	52	8	0	630	0	0	36
110	Special departments in Executive offices.	3,035	0	0	4,753	0	0	1.718	0	0	20,616	0	0	56
111	Collecting, Survey and Miscellaneous staff of Khas Mahal establishment.	5,086	5	4	7,712	8	0	2,626	2	8	31,514	0	0	51
112	Offices under the Public Health Department.	387	8	0	553	5	4	165	13	4	1,990	0	0	42
113	Civil Surgeons' offices ...	2,655	0	0	3,733	5	4	1,078	5	4	12,940	0	0	40
114	Dacca Medical School ...	120	0	0	168	5	4	48	5	4	580	0	0	40
115	Mitford Hospital, Dacca	109	2	8	160	6	8	51	4	0	615	0	0	47
116	Jail Depôt, Calcutta ...	140	0	0	212	8	0	72	8	0	870	0	0	51
117	Central Jails ...	816	10	8	1,203	12	0	387	1	4	4,645	0	0	47
118	Subsidiary Jails ...	896	0	0	1,624	0	0	728	0	0	8,736	0	0	81

Serial No.	Name of office.	Present cost.	Proposed cost.	Increase per mensem.	Increase per annum.	Percentage of increase.
1	2	3	4	5	6	7
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
119	Juvenile Jail, Cinchona establishment.	77 8 0	124 2 8	46 10 8	560 0 0	59
120	Juvenile Jail, Quinine Industry Department.	236 10 8	318 12 0	82 1 4	985 0 0	34
121	Port Officer, Chittagong	235 0 0	340 0 0	105 0 0	1,260 0 0	45
122	Central Lunatic Asylum, Berhampore.	120 13 4	137 10 8	16 13 4	202 0 0	14
123	Political Agent, Tipperah	128 5 4	181 2 8	52 13 4	634 0 0	41
124	Special Agents at Ghoom and Teesta.	126 10 8	186 10 8	60 0 0	720 0 0	47
125	Traffic Registration establishment.	1,294 2 8	2,235 14 8	941 12 0	11,301 0 0	72
126	Orphangunge and Cattle Markets, Kidderpore.	85 0 0	135 0 0	50 0 0	600 0 0	59
127	Headquarters and Joint Registration offices.	8,182 8 0	13,625 0 0	5,442 8 0	65,310 0 0	66
128	Rural offices ...	20,690 0 0	31,930 0 0	11,240 0 0	1,34,880 0 0	54
	Total for all the offices	5,17,075 10 10	7,71,595 4 3	2,54,519 9 5	*30,54,235 1 0	49

* This calculation has been arrived at on the basis of the averages of the full scales including the probationary rate for two years. If, however, the probationary rate is excluded from the scale and the probationers are regarded as being on the rate fixed for probationers the total average cost is about Rs. 32½ lakhs.

(2) Extra cost involved in the revision of pay of menials in the province.

—	Present cost.	Proposed cost.	Extra cost per mensem.	Extra cost per annum.	Percentage of increase.
1	2	3	4	5	6
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Menials on standard rates of pay.	2,12,573 12 9	2,80,007 8 0	67,433 11 3	8,09,204 7 0	31
Menials on special rates of pay.	25,701 15 9	35,924 10 9	10,222 11 0	1,22,672 4 0	39
Establishment of Government launches.	21,635 5 4	26,730 1 4	5,094 12 0	61,137 0 0	24
Secretariat record-suppliers, duftries and jamadars.	1,398 10 2	1,715 14 6	317 4 4	3,807 4 0	22
Treasury, Sub-Treasury and Khas Mahal poddars.	1,709 0 0	4,112 8 0	2,403 8 0	28,842 0 0	140
Total ...	2,63,018 12 0	3,48,490 10 7	85,471 14 7	10,25,662 15 0	32

APPENDIX XI.

Serial number and name of office.		Lower time-scale.
		Rs.
1.	Bengal Secretariat	60—60—65—4—105—4—145—145—150.
2.	Legislative Department	60—60—65—4—105—4—145—145—150.
3.	Secretariat Book Depôt	40—40—45—$\frac{5}{2}$—70—$\frac{5}{2}$—100
4.	Assistant Directors of Public Health	35—35—40—$\frac{3}{2}$—50—$\frac{3}{2}$—60
5.	Bengali Translator to Government	40—40—45—$\frac{5}{2}$—70—$\frac{5}{2}$—100
6.	Private Secretary's Office ...	60—60—65—4—105—4—145—145—150.
7.	Military Secretary's Office ...	60—60—65—4—105—4—145—145—150.
8.	High Court—Original Side ...	45—45—50—3—80—3—95—4—115—5—125.
9.	High Court—Appellate Side ...	45—45—50—3—80—3—95—4—115—5—125.
10.	Official Receiver	45—45—50—3—80—3—110—5—120.
11.	Board of Revenue	45—45—50—3—65—4—85—4—105—5—140.
12.	Lady Adviser to the Court of Wards	45—45—50—3—65—4—85—4—105—5—140.
13.	Director of Public Instruction ...	45—45—50—3—80—3—110—5—120.
14.	Assistant Director of Public Instruction for Muhammadan Education	45—45—50—3—80—3—110—5—120.
15.	Director of Land Records ...	45—45—50—3—80—3—110—5—120.
16.	Chief Engineer, Public Health Department.	45—45—50—3—80—3—110—5—120.
17.	Commissioner of Excise and Salt ...	45—45—50—3—80—3—110—5—120.
18.	Commissioner of Police	45—45—50—3—80—3—110—5—120.
19.	Inspector-General of Police ...	45—45—50—3—65—4—85—4—125.
20.	Deputy Inspectors-General of Police	40—40—45—$\frac{5}{2}$—70—$\frac{5}{2}$—100
21.	District Superintendents of Police ...	35—35—40—2—60—2—68—$\frac{3}{2}$—80
22.	Inspector-General of Prisons ...	45—45—50—3—80—3—110—5—120.
23.	Inspector-General of Registration ...	45—45—50—3—80—3—110—5—120.
24.	Registrar of Calcutta	40—40—45—2—65—2—85
25.	Registration Offices (Headquarters)	40—$\frac{3}{2}$—60
26.	Medical College	40—40—45—$\frac{5}{2}$—70—$\frac{5}{2}$—100

Serial number and name of office.	Lower time-scales.
	Rs.
27. Medical College Hospital and Prince of Wales' Hospital	40—40—45—2—65—2—85
28. Chemical Examiner to Government	40—40—44—3—74—3—110
29. Campbell Medical School ...	40—40—45—2—65—2—85
30. Campbell Hospital	40—40—45—$\frac{3}{2}$—55—$\frac{3}{2}$—65
31. Director of Public Health ...	45—45—50—3—80—3—110—5—120.
32. Registrar, Co-operative Societies (Calcutta)	45—45—50—3—80—3—110—5—120.
33. Registrar, Co-operative Societies (Dacca)	40—40—45—$\frac{5}{2}$—70—$\frac{5}{2}$—100
34. Registrar, Co-operative Societies (Naogaon)	40—40—45—$\frac{5}{2}$—70—$\frac{5}{2}$—100
35. Superintendent of Civil Veterinary Department	45—45—50—3—80—3—110—5—120.
36. Legal Remembrancer	45—45—50—3—80—3—110—5—120.
37. Registrar, Joint-Stock Companies ...	40—40—45—2—65—2—85
38. Agent for Government Consignments	45—45—50—3—80—3—110—5—120.
39. Protector of Emigrants, Calcutta ...	45—45—50—3—80—3—110—5—120.
40. Embarkation Agent and Assistant Superintendent of Emigration, Goalundo	35—35—40—$\frac{2}{2}$—50—$\frac{2}{2}$—60—5 75.
41. Director of Fisheries	45—45—50—3—80—3—110—5 120.
42. Municipal Magistrate, Calcutta ...	40—40—45—$\frac{5}{2}$—70—$\frac{5}{2}$—100
43. Port Officer and Engineer Ship-Surveyor, Calcutta	40—40—45—$\frac{5}{2}$—70—$\frac{5}{2}$—100
44. Head Shipping Office, Calcutta ...	40—40—45—2—65—2—85
45. Branch Shipping Office, Kidderpore	40—40—45—2—65—2—85
46. Chief Presidency Magistrate	40—40—45—$\frac{5}{2}$—70—$\frac{5}{2}$—100
47. Director of Industries	45—45—50—3—80—3—110—5—120.
48. Principal, Bengal Veterinary College	45—45—50—3—80—3—110—5—120.
49. Custom House, Calcutta ...	45—45—50—3—80—3—110—5—120.
50. Custom House Chemical Examiner's Establishment	45—45—50—3—80—3—110—5—120.
51. Small Cause Court (General establishment)	40—40—45—$\frac{5}{2}$—70—$\frac{5}{2}$—100
52. Small Cause Court, Bailiff's establishment	40—40—45—$\frac{5}{2}$—70—$\frac{5}{2}$—100
53. Superintendent, Census Operations	40—40—45—2—65—2—85
54. Conservator of Forests	45—45—50—3—80—3—110—5—120.
55. Divisional Forest Offices ...	35—35—40—2—60—2—80

Serial number and name of office.	Lower time-scale.
	Rs.
56. Calcutta Collectorate	40—40—45—$\frac{3}{2}$—70—$\frac{3}{2}$—100
57. Albert Victor Leper Asylum ...	40—40—45—2—65—2—85
58. Presidency Opium Godown ...	40—40—45—$\frac{3}{2}$—70—$\frac{3}{2}$—100
59. Superintendent, Governor's Estates	45—45—50—3—62—2—74—2—100.
60. Superintendent, Political Pensions, Alipore	35—35—40—2—60—2—68—$\frac{3}{2}$—80.
61 Public Prosecutor	40—40—45—2—65
62. Public Works Department—Superintending Engineer's Offices ...	40—40—45—2—65—2—85
63. Director of Agriculture	45—45—50—3—75—3—110—5—120.
64. Research Laboratory, Dacca ..	40—40—45—$\frac{3}{2}$—70—$\frac{3}{2}$—100
65. Deputy Directors of Agriculture ...	40—40—45—$\frac{3}{2}$—65—$\frac{3}{2}$—100—35—35—40—2—60—2—68—$\frac{3}{2}$—80.
66. Collecter of Customs, Chittagong ...	35—35—40—2—60—2—68—$\frac{3}{2}$—80.
67. Port Office, Chittagong	35—35—40—$\frac{3}{2}$—50—$\frac{3}{2}$—60
68. Executive Offices in the Mufassal ...	35—35—40—2—60—2—68—$\frac{3}{2}$—80.
69. Judicial Offices	35—35—40—2—60—2—68—$\frac{3}{2}$—80.
70. Civil Surgeons' Offices	35—35—40—$\frac{3}{2}$—50—$\frac{3}{2}$—60
71. Dacca Medical School	35—35—40—$\frac{3}{2}$—50—$\frac{3}{2}$—60
72. Mitford Hospital, Dacca ...	35—35—40—$\frac{3}{2}$—50—$\frac{3}{2}$—60
73. Central Lunatic Asylum, Berhampore	40—$\frac{3}{2}$—80
74. Political Agent, Tippera ...	35—35—40—2—60—2—68—$\frac{3}{2}$—80.
75. Director of Surveys	45—45—50—3—80—3—110—5—120.
76. Commissioners of Divisions ...	40—40—45—$\frac{3}{2}$—70—$\frac{3}{2}$—100
77. Orphangunge and Cattle markets, Kidderpore	35—35—40—$\frac{3}{2}$—50—$\frac{3}{2}$—60
78. Surgeon-General	45—45—50—3—80—3—110—5—120.
79. Superintendent, Royal Botanic Garden and Cinchona Cultivation	40—40—45—$\frac{3}{2}$—65—$\frac{3}{2}$—100
80. Administrator-General and Official Trustee	40—40—45—$\frac{3}{2}$—70—$\frac{3}{2}$—100
81. Collecting, Survey and Miscellaneous staff of the Khasmahal Department	35—1—55
82. Excluded departments in District Offices	35—35—40—2—60—2—68—$\frac{3}{2}$—80.

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